



Legislation Details (With Text)

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On agenda: 2/5/2019 **Final action:**

Title: Resolution No. 19-0019 Approving a Memorandum of Understanding (MOU) with the Manhattan Beach Police Officers' Association and Resolution No. 19-0020 Approving a Memorandum of Understanding with the Manhattan Beach Police Management Association (Human Resources Director Jenkins).
ADOPT RESOLUTION NOS. 19-0019 AND 19-0020

Sponsors:

Indexes:

Code sections:

Attachments: 1. Resolution No. 19-0019, 2. Resolution No. 19-0020

Date	Ver.	Action By	Action	Result
2/5/2019	1	City Council Regular Meeting		

TO:
Honorable Mayor and Members of the City Council

THROUGH:
Bruce Moe, City Manager

FROM:
Lisa Jenkins, Human Resources Director

SUBJECT:
Resolution No. 19-0019 Approving a Memorandum of Understanding (MOU) with the Manhattan Beach Police Officers' Association and Resolution No. 19-0020 Approving a Memorandum of Understanding with the Manhattan Beach Police Management Association (Human Resources Director Jenkins).
ADOPT RESOLUTION NOS. 19-0019 AND 19-0020

RECOMMENDATION:
It is recommended that the City Council adopt:

- 1) Resolution No. 19-0019 approving the attached Memorandum of Understanding (MOU) between the City of Manhattan Beach and the Manhattan Beach Police Officers' Association (MBPOA); and
- 2) Resolution No. 19-0020 approving the attached MOU between the City of Manhattan Beach and the Manhattan Beach Police Management Association (MBPMA).

FISCAL IMPLICATIONS:
The cost of the MBPOA MOU is \$41,140,322 over the term of the 3-year MOU, which includes an increase of \$1,196,235 over the three years. The cost of the MBPMA MOU is \$7,477,517 over the

term of the 3-year MOU, which includes an increase of \$216,917 over the three years. Each MOU represents an approximately 6% increase over the term of the 3 year MOU.

BACKGROUND:

The Manhattan Beach Police Officers' Association (MBPOA) represents all employees of the City at the rank of Police Officer and Police Sergeant. The Manhattan Beach Police Management Association (MBPMA) represents all police management employees (employees in the rank of Police Lieutenant and Police Captain). There are currently 57 authorized positions represented by the MBPOA and 7 authorized positions represented by the MBPMA.

DISCUSSION:

The last Memoranda of Understanding (MOU's) with the MBPOA and MBPMA were three year agreements, which expired on December 31, 2018. Representatives of the Associations and the City, having met and conferred in good faith from October 2018 through early January 2019, have agreed to the terms found in the attached MOUs.

The following summarizes the significant terms of both negotiated MOUs' recommended for City Council approval:

1) Term of MBPOA and MBPMA Agreements

- January 1, 2019 - December 31, 2021

2) Salary Increases

- Effective in the pay period that includes January 1, 2019: 0%
- Effective in the pay period that includes January 1, 2020: 1.2%
- Effective in the pay period that includes January 1, 2021: 2.0%

3) Education, Certification and Longevity Pay

- Existing provisions in the MOUs provide economic incentives for attaining a combination of education, certification and years of service. Specifically, these incentives include formal education, certificates issued by the California Commission on Peace Officer Standards and Training (P.O.S.T.), and years of City service.
- These provisions were restructured in order to separate each qualifying pay/level as a separate item of compensation rather than combining education, longevity, and/or certification to qualify for the pay.
- The cost of the restructuring of this pay type is \$521,555 for MBPOA and \$93,702 for MBPMA over the term of the MOUs.

4) Holiday Pay

- Restructuring of the use and payment of holiday leave for employees who don't use some or all of their holiday pay earned throughout the year.

5) Vacation and Administrative Leave

- Change in structure of the vacation accrual tiers and an increase to the vacation accrual cap based upon years of service for POA.
- Addition of Administrative Leave for MBPMA employees.

6) General

- Reorganization of articles and sections.
- Clarifying language to improve the ease of understanding and/or administration of MOU provisions.
- Corrections or revisions to language in existing contract terms.
- Memorialization of procedures and practices not previously contained in the MOU.
- Administrative changes related to payments for ease of administration.
- Removal of language no longer applicable or out of date, and addition of new language based upon current laws and/or regulations.

LEGAL REVIEW

Special Counsel has approved each MOU as to form.

Attachments:

1. Resolution No. 19-0019
2. Resolution No. 19-0020
3. MBPOA MOU (Strikethrough Version) (To Be Delivered Under Separate Cover on January 31, 2019)
4. MBPOA MOU (Final Version) (To Be Delivered Under Separate Cover on January 31, 2019)
5. MBPMA MOU (Strikethrough Version) (To Be Delivered Under Separate Cover on January 31, 2019)
6. MBPMA MOU (Final Version) (To Be Delivered Under Separate Cover on January 31, 2019)