



CITY OF MENIFEE

SUBJECT: Menifee Police Officers Association Side Letter Agreement

MEETING DATE: December 6, 2023

TO: Mayor and City Council

PREPARED BY: Bryan Melton, Human Resource Analyst

REVIEWED BY: Jonathan Nicks, Deputy City Manager

APPROVED BY: Rebekah Kramer, Acting City Manager

RECOMMENDED ACTION

1. Authorize the City Manager or designee to execute and implement terms of the Memorandum of Understanding Side Letter with the Menifee Police Officers Association.

DISCUSSION

On December 15, 2021, the City Council approved a memorandum of understanding (MOU) with the Menifee Police Officers Association (MPOA). Section 23.D. (Holiday Leave – Holiday Pay Options) stated that employees required to work holidays would receive a leave bank of 112.5 hours of holiday hours each fiscal year, in which they are required to schedule a consecutive leave of absence, between 40 and 80 hours, each fiscal year.

To reduce operational impacts, the City and MPOA tentatively agree to remove the requirement that the holiday leave of absence be consecutive. Additionally, removing the consecutive requirement provides greater flexibility in the ability to schedule leave in smaller increments.

Additionally, those MPOA employees who are tasked with a special assignment will have the option of utilizing holiday bank hours when a scheduled holiday occurs during their regular assigned work week or working on a scheduled holiday in lieu of utilizing their holiday bank.

Background

Section 3505.1 of the Meyers-Milias-Brown Act provides that "If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body

adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding.” Once approved by the governing body of a local agency, a memorandum of understanding becomes a binding agreement between the employee organization and the local agency.

STRATEGIC PLAN OBJECTIVE

Regular City Business

FISCAL IMPACT

There is no fiscal impact associated with the recommended action as the amount of holiday hours for members of the MPOA remain the same.

ATTACHMENTS

1. MPOA Side Letter - Holiday Pay Options