



CITY OF MENIFEE

SUBJECT: Memorandum of Understanding with the Meniffee Miscellaneous Police Employee Association (MPEA)

MEETING DATE: December 17, 2024

TO: Mayor and City Council

PREPARED BY: Rebekah Kramer, Deputy City Manager

REVIEWED BY: Rebekah Kramer, Deputy City Manager

APPROVED BY: Armando G. Villa, City Manager

RECOMMENDED ACTION

1. Adopt a resolution approving a successor Memorandum of Understanding (MOU) between the City and the Meniffee Miscellaneous Police Employee Unit of the Meniffee Police Officer's Association, for the period of July 1, 2024 through June 30, 2027; and
2. Authorize the City Manager or their designee to execute and implement terms of the MOU and resolutions; and
3. Adopt a resolution approving the Classification and Compensation Plan known as the Authorized Position Listing.

DISCUSSION

The preceding MOU between the City of Meniffee (City) and the Meniffee Miscellaneous Police Employee Unit of the Meniffee Police Officer's Association ("MPEA") expired on June 30, 2024. Beginning in May, the City negotiation team had numerous communication exchanges and meetings with the MPEA representatives resulting in all parties coming to agreement on the proposed terms. The primary provisions of the agreement are summarized as follows:

Major Deal Points

- **Term** - A three-year term from July 1, 2024, through June 30, 2027, retroactive upon adoption.

- **Salary Increase** – All represented employees will receive increases to their base salary as follows:
 - **Year 1:** Effective July 1, 2024, a 4% salary increase
 - **Year 2:** Effective July 1, 2025, a 4% salary increase
 - **Year 3:** Effective July 1, 2026, a 4% salary increase
- **Education Incentive** - Represented employees will receive a 2% increase in the education incentive for a degree applicable to employee's field of work and not specifically required for their position as follows:
 - Bachelor's Degree 4%; or
 - Master's Degree to 6 %
- **Tuition Reimbursement** – Represented employees will receive an increase in tuition reimbursement from \$3,000 to \$4,000 per year for expenses incurred for tuition, books, and fees for college-level or job-related courses or degree curricula upon prior approval of the City Manager.
- **Longevity** – The MOU provides for a 4.5% cumulative increase in longevity pay not to exceed 12% of base pay annually after 20 years of service with the City including:
 - 3% for 10 to 14 years of service with the City
 - 4% for 15 to 19 years of service with the City
 - 5% for 20+ years of service with the City
- **Health Insurance** – An increase in monthly health insurance contributions for employees participating in the Family Plan:
 - Effective January 1, 2025, increase of \$150 per month (to \$2,100/month)
 - Effective January 1, 2026, increase of \$150 per month (to \$2,250/month)
 - Effective January 1, 2027, increase of \$150 per month (to \$2,400/month)
- **Bilingual Pay** – An increase in bilingual pay from \$125 to \$175 per month and inclusion of languages other than Spanish with demonstrated operational need verified/approved by the Human Resources Department and the Chief of Police.
- **On-Call Pay** – Allows employees to elect to receive on-call pay or compensatory time off and provides for the inclusion of the Property Room Technician and Community Services Officer II classifications.
- **Bereavement Leave** – Allows for recognition of verifiable significant other or unregistered partner living with the employee and updates for compliance with Assembly Bill 1949.
- **Sick Leave Upon Retirement Separation** – Provides for the conversion of sick leave upon retirement from the City to service credit as provided for within the City's CalPERS contract.
- **Computer Loan Program** - Increase to the computer loan program allowance from \$1,000 to \$2,500 along with an extension of the repayment period from one (1) to two (2) years.

- **Uniform Allowance/Donning and Doffing Uniforms** – Provides time for the donning and doffing of uninforms as well as a \$600 increase in the uniform allowance for all positions required to wear a uniform for a total of \$1,200 per year.
- **Compensatory Time Off (CTO) Cap** – The maximum accumulation of compensatory time increased from 120 hours to 160 hours.
- **Holiday Pay Options** – The holiday bank hours provided to employees required to work holidays has been changed to align with the employee's regular work schedule including the holiday facility closure period between December 24 and January 1.
- **Payroll Adjustments, Shift Rotations and Attendance** – The agreement has been updated to clarify the timing and requirements for shift rotations, payroll adjustments, and attendance.
- **Employee Wellness Program** – The City will maintain the existing Wellness Program provisions including a Wellness Committee including representation from the Association.
- **Disciplinary Appeal and Grievance Procedures** – The agreement allows for a limited reopener to discuss possible refinements to the disciplinary appeal and grievance procedures.
- **Performance Evaluations** – The agreement provides for the establishment of a department policy to address the timely completion of evaluations.

The MPEA MOU 2024-2027 represents the full and complete negotiated and agreed upon MOU. Upon approval of the MOU and adoption of the attached resolutions, the MPEA MOU shall be ratified and fully executed.

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

A portion of the negotiated changes for the MPEA MOU salary and benefits outlined in the MOU is included in the City's adopted budget for Fiscal Year (FY) 2024/2025 and result in a fiscal impact of approximately \$57,417. The portion not included in the FY 2024/25 budget amounts to

approximately \$68,846 and would be addressed during the mid-year budget review depending on vacancies and other factors. The costs for FY 2025/26 and 2026/27 are anticipated to be approximately \$221,046 and \$319,045, respectively. These costs would be appropriated into the respective years' budget as part of the next two-year budget cycle. The compensation schedule (Authorized Position Listing & Compensation) shall be adjusted accordingly.

ATTACHMENTS

1. Resolution - MPEA MOU
2. Exhibit A - MPEA MOU
3. Resolution - Authorized Position and Compensation Listing
4. Exhibit A - Authorized Position and Compensation Listing