

LABOR CONTRACTS AND UNREPRESENTED EMPLOYEES



CITY OF
HERMOSA
BEACH



Through labor negotiations, the City strives to maintain competitive wages, hours, and working conditions in a high-cost geographic labor market ensuring the ability to retain and attract a high-quality workforce that delivers a wide range of services to the community.



INTRODUCTION

The Meyers-Milias Brown Act requires that local public agencies negotiate with its respective bargaining units regarding wages, hours, and working conditions. Under direction from the City Council, the Council approved a City negotiating team that was tasked with negotiating a successor MOU with each of the City's bargaining units for new terms. The Current MOU's for the General and Supervisory Employees' and the Police Management Group expired on June 30, 2025.

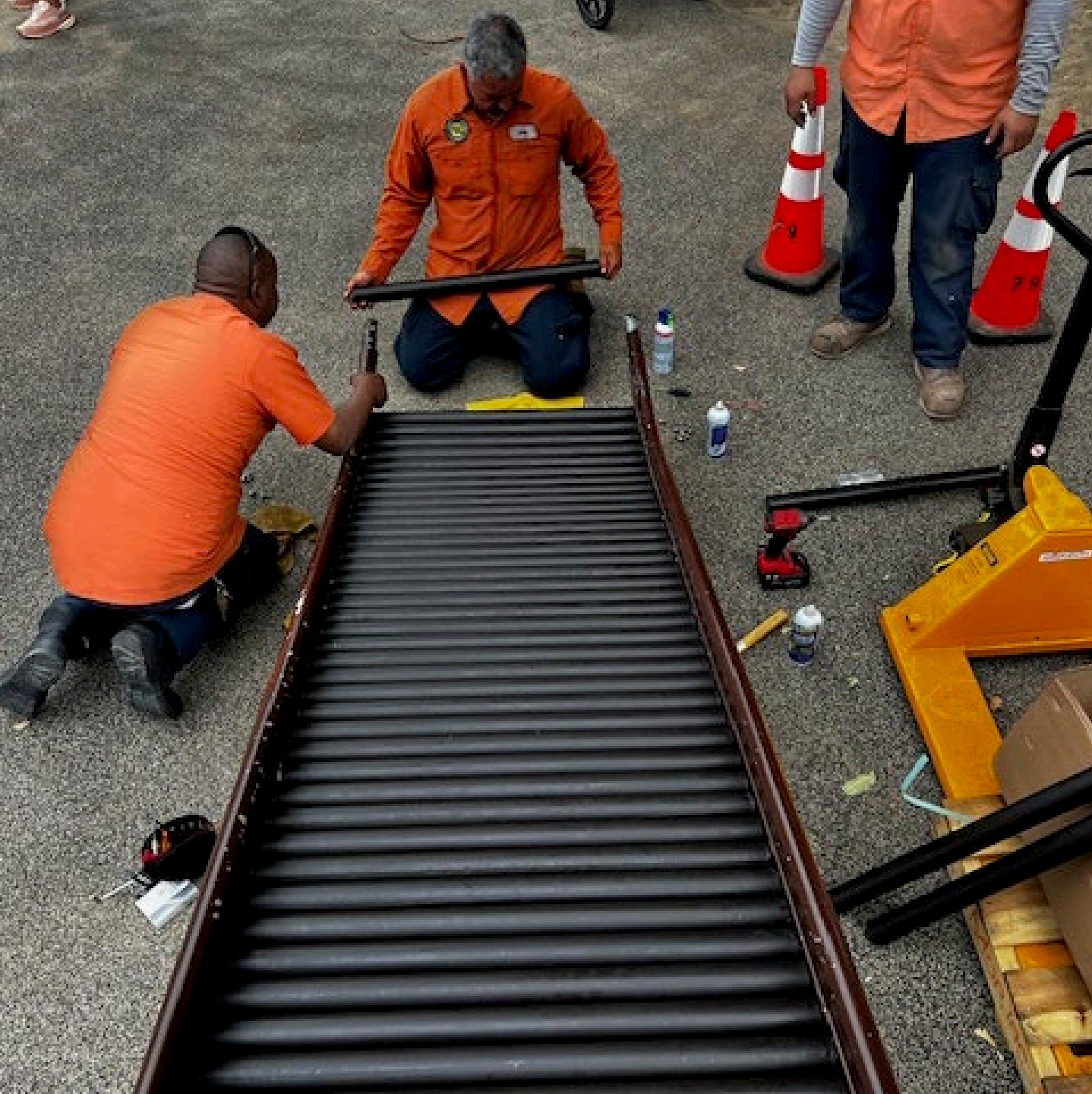
The City's negotiating team met and conferred with representatives of the General and Supervisory Unit and the Police Management Group to discuss wages, hours, and other terms and conditions of employment contained in the successor MOU. The City and the Teamsters in June 2025 and the Teamsters membership ratified the MOU on July 9, 2025. PMG and the City reached agreement in July, and the MOU was ratified that same month.



INTRODUCTION

Outside of the City's represented employees, Hermosa Beach has an unrepresented group. These 5 unrepresented employees do not have a union and are not entitled to bargain or meet and confer under the MMBA for wages, hours and terms and conditions of employment like represented employees.





Teamsters Membership

21 classifications and 51 employees:

ACCOUNT CLERK
BUILDING & PLANNING TECHNICIAN
BUILDING INSPECTOR
CODE ENFORCEMENT OFFICER
COMMUNITY SERVICES OFFICER
ENGINEERING TECHNICIAN
EQUIPMENT MECHANIC
MAINTENANCE WORKER I
MAINTENANCE WORKER II
OFFICE ASSISTANT
POLICE SERVICE OFFICER
PUBLIC WORKS INSPECTOR
RECREATION SPECIALIST
SENIOR ACCOUNT CLERK
SENIOR OFFICE ASSISTANT
LEAD SPECIAL EVENTS AND FILMING COORDINATOR
SPECIAL EVENTS AND FILMING COORDINATOR
CREW SUPERVISOR
SENIOR EQUIPMENT MECHANIC
COMMUNITY SERVICES FIELD SUPERVISOR
POLICE SERVICE OFFICER SUPERVISOR



Membership

PMG

2 classifications and 4 employees:

- Police Lieutenant
- Police Captain

Unrepresented Employees

5 classification and employees:

- HR Manager
- Finance Manager
- EA to the City Manager
- HR Analyst
- Risk Analyst

TEAMSTERS MOU

Term: 3 years - July 1, 2025 - June 30, 2028

1. Wage Rate Increase (Article 31):

- 3% effective 7/1/25.
- 3% effective 7/1/26.
- 3% effective 7/1/27.
- Bring all classifications in the unit up to the median per Comp Study on 7/1/25.

2. Shift Differential (Article 35):

- Increase shift differential: Swing shift \$1.00 per hour. Graveyard shift \$1.25 per hour.

3. Training Premium Pay (Article 41):

- Increase to \$3 per hour.

4. Health and Welfare (Article 50):

- No medical premium increases.
- City to pay for vision insurance, provided that after changing dental providers, the cost of the dental premium is reduced by at least 20%.
- \$750 Cash In Lieu if opting out of insurance.



TEAMSTERS MOU

5. Bilingual Pay (Article 41):

- Reduce premium pay from 5% of salary to \$100/month and remove cap.

7. Vacation (Article 42):

Increase vacation hours for tenured employees:

- 1st Year 80 hours
- 2nd Year 80 hours
- 4th Year 96 hours
- 6th Year 120 hours
- 10th Year 144 hours
- 14th Year 168 hours
- 18th Year 192 hours

8. Holidays (Article 21)

Add ½ Christmas Eve and ½ day NYE holiday and delete 10 hours flex time.



POLICE MANAGEMENT GROUP MOU

Term: 3 years - July 1, 2025 - June 30, 2028

Wage Rate Increase

- 3% effective 7/1/25
- 3% effective 7/1/26
- 3% effective 7/1/27
- Bring all classifications up to median 7/1/25

Education Incentives

Increase advanced POST Certificate percentage from 5% to 10% to mirror POA. Eligible to receive after 2 years in position of Lt. or Capt.

Longevity Pay

Mirror POA Language and add:

Eligible for 5% upon commencement of the fifth (5th) year (Not reportable to PERS, as PERS requires "exceeding of 5 years")



PMG MOU

Holidays

½ day (5 hours) Christmas Eve and ½ day (5 hours) New Year's Eve and delete 10 hours holiday flex time.

Deferred Comp. Match

Increase deferred comp. match from \$25/month to \$50/month.

Uniform Allowance

Increase to \$1,200 (currently \$1,000)

Physical Fitness / Officer Wellness Incentive

- 10 hours of wellness time (non-cashable) upon submitting proof of an annual physical exam.
- Up to \$500 reimbursement for wellness memberships or fitness events.
- Delete language on being able to work out for 30 mins on City time.

Vacation

Add the following to match POA:

- Commencing with the 18th year, at the rate of 184 hours/year.
- Commencing with the 19th year, at the rate of 192 hours/year.
- Commencing with the 20th year, at the rate of 200 hours/year.



UNREPRESENTED REPORT

Wages

- 3% effective 7/1/25
- 3% effective 7/1/26
- 3% effective 7/1/27
- Bring all classifications up to median 7/1/25

Premium Pay

\$350 flat rate per month for job-related certification and \$400 for master's degree.

Wellness Reimbursement

\$500

Deferred Comp

Increase to \$50 per month



UNREPRESENTED REPORT

Deferred Comp. Match

Increase deferred comp. match from \$25/month to \$50/month.

Performance Bonus Correction

Add 3 classifications (HR Analyst, Risk Analyst, EA) to be eligible to match PAE and remove OT eligibility.

Add 5th step for HR Manager

Position was part of Management MOU but moved to Unrepresented in 2024. Only unrepresented position without a 5th step.



PAE SIDE LETTER

Vacation

Increase vacation hours for tenured employees:

- 6th Year 120 hours
- 10th Year 144 hours
- 14th Year 168 hours
- 18th Year 192 hours



Fiscal Impact

The total cost of the negotiated changes is estimated to be \$1,489,780 for FY 2026-2028, which will be included in each subsequent year's proposed budgets.



Recommendation

Staff recommends that the City of Hermosa Beach City Council approve the Resolution and successor Memoranda of Understanding between the City of Hermosa Beach and the General and Supervisory Employees' Bargaining Unit, Teamsters, Local 986 and the Police Management Group for the period of July 1, 2025, through June 30, 2028.

Staff further recommends that the City of Hermosa Beach City Council approve the Resolution and Side Letter between the City of Hermosa Beach and the Professional and Administrative Employees and the Unrepresented Employees Salary and Benefits Resolution.



THANK YOU!

Cyndi Stafford, Human Resources

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