

POLICE OFFICERS' ASSOCIATION MEMORANDUM OF UNDERSTANDING JULY 1, 2025 – JUNE 30, 2028

August 26, 2025





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 for the Police Officers' Association expired on June 30, 2025.

The City's negotiating team met and conferred with representatives of the Police Officers' Association (POA) to discuss wages, hours, and other terms and conditions of employment contained in the successor MOU. The City and the POA reached agreement in August 2025. The POA membership ratified the MOU on August 12, 2025.





POLICE OFFICERS' ASSOCIATION MEMBERSHIP

2 classifications and 32 employees:

- Police Officer
- Police Sergeant



CITY OF
HERMOSA
BEACH

DISCUSSION

The tentative MOU between the City and the and the Hermosa Beach POA, include the following negotiated terms:

- **Term of the agreement:** July 1, 2025 - June 30, 2028.
- **Base Pay (Article 13)**
 - 3% effective 7/1/25
 - 3% effective 7/1/26
 - 3% effective 7/1/27
 - Market adjustment of 8% for all classifications effective 7/1/25.
- **Insurance Coverage (Article 15)**
 - Increase life insurance coverage to \$150,000
- **Deferred Compensation (Article 16)**
 - The City shall make a monthly contribution in the amount of \$50 to each employee's 457(b) deferred compensation account



DISCUSSION

- **Lateral Employee Incentive (Articles 17, 19, 21, and 24)**
 - Lateral employees may be provided with credit for up to ten years of sworn law enforcement service with another agency toward meeting the City's service time requirements for earning each of the following benefits: retiree medical, vacation, sick leave, and longevity pay
- **Vacation (Article 19)**
 - Increase vacation accrual rates to a maximum of 200 hours, commencing with the 20th year of service.
- **Holidays (Article 20)**
 - All employees shall be credited with 12 hours of paid holiday leave per month.
- **Special Assignment Premiums, Acting Pay (Article 29)**
 - Employees temporarily assigned to perform the full range of duties of a higher classification shall receive a higher rate of pay commencing after 80 consecutive hours of such assignment. Employee shall be placed on a step in the salary range of the position in which they are temporarily assigned that provides at least a 5% increase to their current salary. During acting assignments, employees remain affiliated with and continue to be covered by this Agreement.



DISCUSSION

- **Physical Fitness Time (Article 30)**

- Employees shall receive 30 minutes of Comp Time (CTO) for working out a minimum of 30 minutes, prior to, or after, an assigned work shift, with a maximum credit of 60 hours per year. Employees will notify the watch commander (or designee) when they have worked out, immediately prior to, or immediately after, an assigned work shift, and will certify the total workout time by completing a request for CTO and submitting documentation of their work-out within the same pay period for which CTO credit is requested.

- **Bilingual Pay (New Article – Article 41)**

- The City shall pay one hundred dollars (\$100) per month to each employee who has demonstrated oral proficiency in Spanish or another language which has been demonstrated to be of value to the City in its law enforcement operations. Employees will be tested for oral skill in the designated language by a vendor selected by the Human Resources Director/Manager and must successfully pass the examination to be eligible for bilingual premium. Periodic evaluation of incumbents receiving bilingual skill premium may be required. This pay shall be reported to CalPERS as “compensation earnable” pursuant to CCR 571(a)(4) and as “pensionable compensation” pursuant to CCR 571.1(a)(3) – Bilingual Premium.

- **Reopeners**

- The parties agree to the following reopener clauses:
 - Article 15 – Insurance Coverage – The parties agree to reopen negotiations concerning an increase to the City’s medical insurance contribution should the medical insurance premium for the lowest cost family HMO plan exceed the City contribution.
 - Article 36 – Discipline – The City has notified the Association of its desire to rescind Chapter 5, Police Officer Rules and Regulations (Blue Section) of the HBPD Policy and Procedure Manual to align with updated policies and procedures. The parties agree that during the term of this MOU, if requested by the City, Article 36 and Exhibit A of this MOU shall be reopened for the purpose of meeting and conferring regarding a Proposed Progressive Discipline Policy and related rescission of Chapter 5, Police Officer Rules and Regulations (Blue Section) and modification to Article 36.



FISCAL IMPACT

- The total cost of the negotiated changes is estimated to be \$2,163,000 for FY 2026-2028



RECOMMENDATION:

Staff recommends City Council adopt a Resolution (**Attachment 1**) approving the Memorandum of Understanding (MOU) between the City of Hermosa Beach and the Hermosa Beach Police Officers' Association (POA) Bargaining Group (**Attachment 2**) for the period of July 1, 2025, through June 30, 2028.



THANK YOU!

Tiffany Nguyen, Human Resources Manager

