



Staff Report

City of Manhattan Beach

TO: Honorable Mayor and Members of the City Council

THROUGH: Mark Danaj, City Manager

FROM: Teresia Zadroga-Haase, Director of Human Resources

DATE: December 11, 2015

SUBJECT: Supplemental Report on Agenda Item No. 8 (15-0067) on the Memoranda of Understanding with the Manhattan Beach Police Management Association and the Manhattan Beach Police Officers' Association

The purpose of this supplemental report is to provide additional information on the proposed Memoranda of Understanding (MOUs) with the Manhattan Beach Police Management Association and the Manhattan Beach Police Officers' Association.

The compensation increases granted through the proposed MOUs equate to approximately 2.5% annually over the 3-year terms of the agreements as follows:

	Number of Incumbents	January 2016	January 2017	January 2018	3 Year Total
Police Officers' Association	Officers 46 Sergeants 10	2%	2%	2.85%	6.85% ¹ (see footnote)
Police Management Association (Lieutenants)	5	Placement in step salary schedule at step nearest to current salary ² (see footnote)	Increase to next step (2.5%)	Increase to next step (2.5%)	5% ³ (see footnote)
Police Management Association (Captains)	2	3.75% increase within current salary range ⁴ (see footnote)	3.75% increase within current salary range	None	7.5%

It should be noted that these proposed MOUs continue the provisions negotiated during the previous contract negotiations of employees paying the full employee contribution towards retirement costs (9%) and the additional payment of 3% of the City's retirement contribution as cost sharing for a total of 12% employee contribution towards retirement costs.

¹ Additional non-base pay increases included small increases to certain flat rate certification pays and tuition reimbursement totaling less than 1%.

² Placement in new step salary schedule was at the nearest step equal to or above current salary. This resulted in minor increases totaling approximately \$5,000 annually for the group of five lieutenants. The step salary schedule took the current range and divided it into 5 steps that are 2.5% apart. Salary steps for the rank of Lieutenant are industry standard in the market.

³ Additional non-base pay increases included option for a take-home vehicle in lieu of monthly auto allowance.

⁴ The front loading of increases for the two captains more towards the beginning of the contract term was to alleviate a severe compaction issue. It is currently possible for a lieutenant to promote to captain at a salary higher than the current captains earn.