



CITY COUNCIL STAFF REPORT

ITEM NO. 5.10

DATE: July 14, 2025

TO: Honorable Mayor and City Council

FROM: Tina Olson, Administrative Services Director

SUBJECT: Resolution approving the Memorandum of Understanding between the City of Livermore and the Livermore Police Management Association.

RECOMMENDED ACTION

Staff recommends that the City Council adopt a resolution authorizing the execution of the Memorandum of Understanding (MOU) between the City of Livermore and the Livermore Police Management Association for the period of July 1, 2025, through June 30, 2029.

SUMMARY

The Livermore Police Management Association (PMA) Memorandum of Understanding expired on June 30, 2025. PMA currently represents approximately 9 full-time equivalent positions and is the exclusive bargaining unit for the job classifications of Police Lieutenant and Police Captain. On April 24, 2025, negotiations with PMA on a successor agreement commenced. The City and PMA met six (6) times on the terms to be contained in the successor MOU. As a result of the meetings between the City and PMA, a tentative agreement between the parties has been reached, subject to City Council approval, on terms and conditions of employment as set forth in Attachment 1 – Redlined Memorandum of Understanding.

DISCUSSION

The following is a summary of the proposed substantive changes to the previous PMA MOU which will expire on June 30, 2025:

Term: July 1, 2025 – June 30, 2029 (4 years)

General Wage Adjustment

General wage adjustments will be provided to all employees holding classifications assigned to PMA as follows:

Effective July 14, 2025 – 5%

Effective July 13, 2026 – 3%

Effective July 12, 2027 – 3%

Effective July 10, 2028 – 3%

Internal Equity Adjustments

The MOU includes the following internal equity increases to base salary:

Effective July 14, 2025 – 5%

Effective July 13, 2026 – 2%

Effective July 12, 2027 – 1%

Insurance and Health Care

Effective September 1, 2025, the City will pay the premiums for the dental and vision plans selected by the employee.

POST Certificate Pay

POST Certification Pay increases as follows:

Effective July 14, 2025 - Regular Management Certificate \$1,450/month, Regular Management Certificate + additional education/training \$1,500/month

Effective July 13, 2026 - Regular Management Certificate \$1,950/month, Regular Management Certificate + additional education/training \$2,000/month

FISCAL AND ADMINISTRATIVE IMPACTS

The increase in the City's cost to salaries and benefits for Livermore Police Management Association employees for the first year of the contract is \$371,813. By the fourth year of the contract the cost of salary and benefit modifications associated with this MOU will be \$830,000 greater than the FY 2024-25 budget for PMA employees. Council's approval of the MOU includes the appropriation of funds from the General Fund as follows:

FY2025-26	FY 2026-27
\$371,813	\$576,310

COMMUNITY PILLAR

5: A City That Works

GOAL

8: Attract, develop, engage, and retain a diverse and highly skilled workforce across the organization.

ATTACHMENTS

1. Memorandum of Understanding - Redlined
2. Resolution
3. Exhibit A - Livermore PMA MOU 2025 - 2029

Prepared by: Amanda Sabolish
Human Resource Analyst I

Approved by:



Marianna A. Burch
City Manager

Fiscal Review by:



Tina Olson
Administrative Services Director