



Agenda Item No: 1.f

PLACENTIA CITY COUNCIL AGENDA REPORT

Meeting Date: October 21, 2025

Submitted by: Alice Burnett

From: Human Resources

Subject:

RESOLUTION TO ADOPT A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PLACENTIA AND THE PLACENTIA POLICE MANAGEMENT ASSOCIATION

Financial Impact:

Fiscal Impact:

Placentia Police Management Association

Year 1: Estimated \$ 233,500 increase to FY25-26 total compensation

Year 2: Estimated \$ 194,500 increase to FY26-27 total compensation

Total: Estimated \$ 428,000 increase.

Summary:

The City and the Placentia Police Management Association have engaged in good faith labor negotiations and have reached terms on the wages, hours, and working conditions for their respective employees.

Recommendation:

Recommended Action: It is recommended that the City Council:

1. Adopt Resolution No. R-2025-56, approving the terms between the City and the Placentia Police Management Association (PPMA);and
2. Adopt Resolution No. R-2025-61, Budget Amendment for PPMA Compensation Plan; and
3. Authorize the City Administrator to execute a Memorandum of Understanding (MOU) based upon the terms for PPMA on behalf of the City, in a form approved by the City's Labor Counsel.

Strategic Plan Statement:

There is no specific strategic planning goal or objective associated with this agenda item.

Discussion:

The MOU between the City and the PPMA expired on June 30, 2025. City representatives have been in discussion with the labor group representatives during the past six months. Based upon City Council direction and with cooperation from the bargaining unit, the negotiations process has been successfully completed between the City and the PPMA.

The terms for this MOU include the following compensation and benefit adjustments:

1. Term: July 1, 2025 – June 30, 2027
2. Representation: The Association representation reverts back from Placentia Police and Fire Management Association (PPFMA) to Placentia Police Management Association (PPMA).
3. Compensation: 6% market rate adjustments for PPMA classifications effective the full pay period following July 1, 2025 and 4% effective the full pay period following July 1, 2026.
4. Holidays: Converts Holiday in lieu bank to 5.75% salary adjustment effective January 1, 2026.
5. Holiday Closure pay: Converts Holiday Closure Bank to 2% salary adjustment effective January 1, 2026.
6. Overtime: All hours over 80 hours to be calculated at the 1.5 times overtime rate, eliminating two separate overtime calculations/thresholds for those non-exempt association members.
7. IT Sergeant: Eliminates the IT Sergeant position from the salary schedule.
8. Night Shift Differential: Night shift differential shall be applied to all hours worked on the night shift as defined between 6 p.m. to 6:30 a.m.
9. Contract Language: The contract language has been reviewed and revised for clarity, conformance with applicable laws, and to reflect the actual practices within the City. The contract language revisions, while significant, are not economic items and are intended to communicate more clearly the parties' agreements.
10. All other components shall remain in the Memorandum of Understanding and will remain in full force and effect for the term of the agreement.

Fiscal Impact Summary:

The total cost for the market rate adjustments is estimated to be \$233,500 in year one and \$194,500 in year two. The total cost of the compensation plan estimated to be \$428,000 for the term of the agreement.

Attachments

[Resolution No. R-2025-56_PPMA.docx](#)

[Attachment 2 - Resolution R-2025-61 - Budget Amendment for PMA Compensation Plan.docx](#)

[PPMA MOU - final MOU 25-27 for Council Adoption.pdf](#)