



Agenda Item No: 1.e

PLACENTIA CITY COUNCIL AGENDA REPORT

Meeting Date: February 3, 2026

Submitted by: Alice Burnett

From: Human Resources

Subject:

RESOLUTION TO ADOPT A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PLACENTIA AND THE PLACENTIA CITY EMPLOYEES' ASSOCIATION

Financial Impact:

Fiscal Impact:

Placentia City Employees' Association

Total: Estimated \$134,500 increase of FY25-26 for term of agreement

Summary:

The City and the Placentia City Employees' 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-2026-05, A Resolution of the City Council of the City of Placentia, California, approving a Memorandum of Understanding for the Placentia City Employees' Association (PCEA) for the period July 1, 2025, through June 30, 2026; and
2. Authorize the City Administrator to execute a Memorandum of Understanding (MOU) based upon the terms for PCEA 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 PCEA expired on June 30, 2025. City representatives have been in discussion with the labor group representatives during the past nine months. Although the City and Association participated in both pre and post impasse processes, the City and Association were able to come to an agreement on terms for a successor MOU.

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

1. Term: July 1, 2025 – June 30, 2026.
2. Compensation: 2.75% cost of living adjustments for PCEA classifications effective January 1, 2026.

3. Medical Contribution: Increase city contributions effective January 1, 2026, to \$744/month for employee only, \$1,623/month for employee +1, and \$2,076/month for employee +2 or more.
4. Holiday Closure pay: continue Holiday leave for the holiday closure for the term of the agreement.
5. Standby compensation for Public Works Maintenance increased from \$250 to \$300 per week.
6. Added Standby compensation for IT Technicians for \$100 per weekend.
7. Added or increased holiday standby pay to \$50 for any assigned holiday.
8. Holiday pay enhancement for Public Safety Dispatchers and Public Safety Supervisors.
9. Boot allowance for eligible employees increased from \$325 to \$400 per year.
10. 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.
11. 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 increased cost for this memorandum of understanding is estimated to be \$134,500 for the term of the agreement.

Attachments

[Resolution No. R-2026-05.docx](#)

[PCEA MOU Final 2026.02.pdf](#)