



Agenda Item No: 1.d

## **PLACENTIA CITY COUNCIL AGENDA REPORT**

Meeting Date: February 3, 2026

Submitted by: Alice Burnett

From: Human Resources

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### **Subject:**

**RESOLUTION TO ADOPT AN AMENDED AND RESTATED 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 \$ 30,000 increase to FY25-26 total compensation

Year 2: Estimated \$ 32,500 increase to FY26-27 total compensation

Total: Estimated \$ 62,500 increase.

### **Summary:**

Adoption of an amended and restated Memorandum of Understanding (MOU) with the Placentia Police Management Association is requested. The amended MOU clarifies the treatment of holiday-in-lieu pay and holiday closure leave. The change results in a minor budget increase which will be offset in reductions in operating expenses.

### **Recommendation:**

Recommended Action: It is recommended that the City Council:

1. Adopt Resolution No. R-2026-04, A Resolution of the City Council of the City of Placentia, California, approving an amended Memorandum of Understanding for the Placentia Police Management Association (PPMA) effective January 1, 2026, and superseding Resolution No. R-2025-56; and
2. 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:**

Following adoption of a successor MOU on October 21, 2025, the City and the Labor Association identified a misunderstanding regarding how holiday-in-lieu pay and holiday closure hours were applied.

To address this issue, the City and the Association met and conferred and agreed to amend and restate the MOU to clearly incorporate holiday-in-lieu pay into the salary schedule and not paid as a special pay, and include 20 hours of holiday closure hours leave for the Calendar year 2025. This approach ensures consistent application of compensation, simplified payroll administration, and aligns the MOU with the intent of both parties. 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 increased cost of the amended and restated agreement is approximately \$62,500 for the term of the agreement which will be offset by operating reductions.

**Attachments**

[Resolution No. R-2026-04.docx](#)

[PPMA MOU - REVISED 2026.02 MOU 25-27 Final For Council Adoption.pdf](#)