



# Administrative Report

H.8., File # 26-0127

Meeting Date: 2/3/2026

**To: MAYOR AND CITY COUNCIL**

**From: DIANE STRICKFADEN, DIRECTOR OF HUMAN RESOURCES**

## **TITLE**

ADOPT BY TITLE ONLY RESOLUTION NO CC-2602-006, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDONDO BEACH, CALIFORNIA, ADOPTING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF REDONDO BEACH AND THE REDONDO BEACH POLICE OFFICERS' ASSOCIATION FROM JANUARY 1, 2026 THROUGH DECEMBER 31, 2026

## **EXECUTIVE SUMMARY**

In October 2025, City negotiators and members of the Redondo Beach Police Officers' Association (RBPOA) began meeting and conferring in good faith and have reached an agreement for a successor Memorandum of Understanding (MOU) regarding wages, hours, and working conditions. The MOU covers the period January 1, 2026 through December 31, 2026 and includes the following:

### **Effective the Second Pay Period of January 2026**

#### **1) Base Salary Increase:**

- a. Members will receive a 3% increase to base salary.

#### **2) Monthly Medical Contribution Increases:**

- a. A \$50 increase of monthly medical contributions from \$1350 to \$1400 for Employee only.
- b. A \$100 increase of monthly medical contributions from \$1800 to \$1900 for Employee plus one dependent.
- c. A \$150 increase of monthly medical contributions from \$2300 to \$2450 for Employee plus two or more dependents.

#### **3) Vacation Leave:**

- a. Employees will accrue an additional 40 hours of vacation at each level of vacation accrual, with each employee's accrual cap increasing by 40 hours.

#### **4) Holiday Pay:**

- a. For the 2026 calendar year, members will receive 2 additional 12.5 hour holidays. One holiday (the Day After Thanksgiving) will be ongoing, and one holiday (New Year's Eve) will expire at the end of this agreement.

### **Language Clean Up:**

Conversion of Family Sick Leave from days to hours in accordance with the Professional and Supervisory (PSA) and City Employee Association (CEA) bargaining units, along with language modifications in accordance with California law, clean-up of Holiday Pay language in compliance with

CalPERS requirements, and the incorporation of the existing Motorcycle Officer Pay side letter approved by City Council in March 2025.

The POA Board tentatively approved ("TA'd") the agreement on January 8, 2026. The TA fell into the second pay period of January 2026. The POA membership ratified the Agreement on January 13, 2026.

The projected annual cost of this Agreement is \$613,206. Funding for the cost was included in the Fiscal Year 2025-26 Budget. The RBPOA represents 88 employees (73 Police Officers and 15 Sergeants).

### **BACKGROUND**

City and RBPOA representatives engaged in good faith negotiations to prepare the attached one-year successor MOU. The prior MOU between the City and the RBPOA was a three-year contract that provided a net 12% of base salary increases over the three-year period, along with the transfer of 12.4% of Education Incentive Pay into base pay. The Agreement also incorporated annual increases in monthly medical contributions in accordance with other bargaining units. The MOU expired on December 31, 2025.

The proposed successor MOU, if approved, will maintain the existing terms and conditions of employment, with the following changes:

**Term:** One year, from January 1, 2026 through December 31, 2026.

**Salaries:** Beginning the second pay period of January 2026, a 3% increase to base salary.

**Medical Contributions:** Monthly medical contributions will increase according to the following chart:

|                          | <b>2025 Monthly Contribution</b> | <b>2026 Monthly Contribution</b> |
|--------------------------|----------------------------------|----------------------------------|
| <b>Employee Only</b>     | \$1350                           | \$1400                           |
| <b>Employee Plus One</b> | \$1800                           | \$1900                           |
| <b>Family</b>            | \$2300                           | \$2450                           |

**Vacation Leave:** Employees will accrue an additional 40 hours of vacation at each level of vacation accrual, with each employee's accrual cap increasing by 40 hours.

**Holiday Pay:** Members will receive two additional holidays of 12.5 hours each. One holiday (the Day After Thanksgiving) will become permanent, the other holiday (New Year's Eve) will expire at the end of the term of this Agreement.

### **Language Clean Up:**

- Clean up of Holiday Pay language in accordance with CalPERS regulations so that Holiday Pay remains pensionable compensation for Classic CalPERS members only.
- Incorporation of the side letter regarding Motorcycle Officer Pay approved last March.
- Conversion of Family Sick Leave from 6 shifts to 108 hours, in order to coincide more closely

with the PSA and CEA bargaining units, along with the modification of eligible relationships in accordance with California law

Staff is recommending the City Council adopt a resolution to adopt the MOU between the City of Redondo Beach and the RBPOA for the period January 1, 2026 through December 31, 2026.

**COORDINATION**

This report was prepared by the Human Resources Department. The resolution was approved as to form by the City Attorney's Office.

**FISCAL IMPACT**

The 3% base salary increase, along with increased medical contributions will have an annual cost of approximately \$613,206. Funding for the increased expense was included in the Fiscal Year 2025-26 Police Department Operating Budget.

**APPROVED BY:**

*Mike Witzansky, City Manager*

**ATTACHMENTS**

- Reso - No. 2602-006 Adopting an MOU between the City of Redondo Beach and the Redondo Beach Police Officers' Association, with MOU Included