



Administrative Report

H.10., File # 25-0337

Meeting Date: 3/18/2025

To: MAYOR AND CITY COUNCIL

From: DIANE STRICKFADEN, DIRECTOR OF HUMAN RESOURCES

TITLE

APPROVE A SIDE LETTER AGREEMENT AMENDING THE JANUARY 1, 2023 TO DECEMBER 31, 2025 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF REDONDO BEACH AND THE REDONDO BEACH POLICE OFFICERS' ASSOCIATION TO CHANGE THE TITLE OF "MOTOR" OFFICER PAY TO "MOTORCYCLE" OFFICER PAY TO ACCOMMODATE A REQUEST FROM CALPERS

EXECUTIVE SUMMARY

The City Council previously approved a Memorandum of Understanding (MOU) between the City of Redondo Beach and the Redondo Beach Police Officers' Association (RBPOA) for the term January 1, 2023 through December 31, 2025. The MOU includes Article III, Section 9, which outlines the various forms of Special Compensation available to members who work in the corresponding list of special assignments. Each section of defined "special compensation" in the MOU is also labeled as "compensation earnable" for CalPERS purposes, and has been negotiated and approved as reportable earnings which are meant to apply towards the member's retirement.

Specifically, Article III Section 9.01 is entitled "Motor Officer Premium" and pertains to special compensation for RBPOA members that are assigned to perform patrol duties on a motorcycle. The attached side letter agreement will further clarify the definition of Motor Officer Premium so that it complies with updated CalPERS rules and audit requirements. Specifically, CalPERS has asked for MOU Section 9.01 to be amended in a way that clarifies that a "Motor Officer" is actually a member assigned to operate and patrol on a motorcycle.

BACKGROUND

In recent years, CalPERS has been auditing various types of special compensation provided to members in retirement, and comparing the reportable compensation to the language outlined in the MOU. In 2024, a POA member retired and CalPERS disqualified the Motor Officer Premium pay he had earned for his retirement, stating that the language in the MOU wasn't specific enough to ascertain that the member was assigned to patrol on a motorcycle. Representatives with CalPERS met with City staff and stated that if the language was clarified and updated, Motor Officer Pay would be considered reportable compensation, and included in the affected member's pension.

The attached side letter updates Section 9.01 of the RBPOA MOU by changing the title of "Motor Officer Pay" to "Motorcycle Officer Pay." It also clarifies that officers in this special assignment are to "operate and/or patrol on motorcycle." All words in the section referring to "motor" have been

amended to “motorcycle.” CalPERS has stated that these revisions are acceptable and will comply with Section 571 of the California Code of Regulations as it pertains to CalPERS reportable compensation. The attached side letter was approved by the Redondo Beach Police Officers Association on March 6, 2025. If approved by the City Council, the amended language of the approved side letter will be incorporated in the MOU.

COORDINATION

The Human Resources Department coordinated with the City Attorney’s Office and the Police Officers’ Association to draft the side letter.

FISCAL IMPACT

There is no fiscal impact associated with the proposed change in MOU language as the City has historically budgeted for and treated the motor officer pay as reportable PERS income.

APPROVED BY:

Mike Witzansky, City Manager

ATTACHMENTS

- Side Letter - Redondo Beach Police Officers’ Association as it Pertains to Motorcycle Officer Premium Pay (Officer and Sergeant Unit)