



Administrative Report

H.9., File # 26-0138

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-2602-007, 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 - POLICE MANAGEMENT UNIT FROM JANUARY 1, 2026 THROUGH DECEMBER 31, 2026

EXECUTIVE SUMMARY

In October 2025, City negotiators and members of the Redondo Beach Police Officers' Association - Police Management Unit (PMU) 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 will cover the period January 1, 2026 through December 31, 2026 and provide represented members with the following:

Effective the Second Pay Period of January 2026

1) Base Salary Increase:

- a. PMU Members will receive a 3% increase to base salary, as their salaries are indexed to Redondo Beach Police Officers' Association (RBPOA) salaries, and increase at the same time as RBPOA.

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 (Lincoln's Birthday) will expire at the end of this agreement.

5) Language Clean Up:

Conversion of Family Sick Leave from six shifts to 108 hours in accordance with the Professional and Supervisory (PSA) and City Employee Association (CEA) bargaining units, along with new language addressing California law and a clean-up of Holiday Pay language in compliance with CalPERS requirements

The PMU ratified the MOU terms on January 13, 2026, which fell into the second pay period of January 2026.

The annual cost of the Agreement is \$108,954. The 3% salary increase accounts for \$94,554 of this total. Funding for the increase was included in the Fiscal Year 2025-26 Budget.

The PMU represents 8 employees and is made up of Police Lieutenants and Police Captains.

BACKGROUND

Representatives from the City and the PMU engaged in good faith negotiations to prepare the attached one-year successor MOU. The prior MOU between the City and the PMU was a three-year contract that provided a net 12% of base salary increases over the three- year period, as salaries were indexed to the RBPOA. The MOU also incorporated annual increases in monthly medical contributions in accordance with other bargaining units to address ongoing medical cost increases. 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, as salaries are indexed to RBPOA salary increases.

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

	2025 Monthly Contribution	2026 Monthly Contribution
Employee Only	\$1350	\$1400
Employee Plus One	\$1800	\$1900
Family	\$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 as well.

Holiday Pay: Members will receive two additional holidays of 12.5 hours each. One holiday (Day After Thanksgiving) will become permanent, with one holiday (Lincoln's Birthday) expiring 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.
- 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 modifications of eligible relationships in accordance with California law.

Staff recommends the City Council adopt the attached resolution adopting a new MOU between the City of Redondo Beach and the Redondo Beach Police Officers' Association - Police Management Unit.

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 of \$94,554, along with increased medical contributions of \$14,400, will result in a total annual cost of approximately \$108,954. Funding for the contract expenses was included in the Police Department's Fiscal Year 2025-26 Operating Budget.

APPROVED BY:

Mike Witzansky, City Manager

ATTACHMENTS

- Reso - No. 2602-007 Adopting an MOU between the City of Redondo Beach and the Redondo Beach Police Officers' Association, with MOU Included