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RESOLUTION NO. R-2026-50

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PLACENTIA, CALIFORNIA, AMENDING RESOLUTION NO. R-2026-05 AND IMPOSING THE CITY'S LAST, BEST, AND FINAL OFFER TO THE PLACENTIA CITY EMPLOYEES' ASSOCIATION PURSUANT TO GOVERNMENT CODE SECTION 3505.7

WHEREAS, beginning March 2026, the City of Placentia (hereinafter "City") and Placentia City Employees' Association (hereinafter "Association") teams have met and engaged in negotiations over the terms of a successor Memorandum of Understanding ("MOU").

WHEREAS, notwithstanding the City and Association negotiation teams having met many times in an effort to conclude the terms of a successor Memorandum of Understanding, the City and Association remain significantly apart on such terms;

WHEREAS, the City negotiation team submitted the Last, Best, and Final Offer to the Association on May 21, 2026, and provided an explanation of terms to the Association;

WHERAS, the City's Last, Best and Final Offer did not lead to an agreement on the terms of a successor Memorandum of Understanding;

WHEREAS, notwithstanding the efforts described above, the parties arrived at an impasse on June 15, 2026;

WHEREAS, the Association has stated that it will not be requesting mediation per the City's Employer-Employee Relations Resolution No. 71-R-153 and will not be requesting factfinding pursuant to Government Code Section 3505.4(a); and,

WHEREAS, the Association asked the City to implement its Last, Best, and Final Offer per Government Code section 3505.7.

Notwithstanding the foregoing, the City and the Association mutually agreed to incorporate minor clean-up language to two (2) sections of the Memorandum of Understanding, which is included in this Resolution. These revisions are non-substantive in nature, were agreed upon outside the scope of the City's Last, Best, and Final Offer, and are included as a standard and customary practice to ensure clarity and accuracy of terms and conditions of employment. Inclusion of such clean-up language shall not be construed as a modification of the City's imposed Last, Best and Final Offer or as evidence of continued negotiations.

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NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF PLACENTIA DOES HEREBY FIND, DETERMINE AND RESOLVE that the following changes in the terms and conditions of employment of members of the Association bargaining unit shall be implemented as set forth in Part A below, effective the first full pay period following July 1:

Part A – Modification and Imposition of Terms and Conditions

Section 1: Changes to MEMORANDUM OF UNDERSTANDING:

ARTICLE III – COMPENSATION

A. Compensation Adjustments

Effective the first full pay period following July 1, 2026, the salary range will be increased by two and a half percent (2.5%). Individuals will receive an adjustment of two and a half percent (2.5%) related to the change in the salary schedule.

ARTICLE V – WORK SCHEDULES AND HOURS OF WORK

A. Work Schedules & Hours of work

Unit employees (except Public Safety Dispatcher) are assigned a 4/10 work schedule. The work schedule includes four consecutive ten-hour workdays followed by three consecutive days off (unless otherwise noted). Each employee has a seven-day FLSA workweek.

Hours of work are assigned as follows:

- Maintenance: 6:00 a.m. - 4:30 p.m., Monday - Thursday - (1/2 hour unpaid lunch)
- Custodians: 1:00 p.m. — 11:30 p.m., Monday — Thursday — (1/2 hour unpaid lunch)
- PD PSO: 6:00 p.m. — 4:00 a.m. or 8:00 a.m. – 6:00 p.m. (1/2 hour paid lunch)
- PD Property Technician and Police Services Supervisor – Property - 6:00 a.m. -4:30p.m. (1/2 hour unpaid lunch)
- Parking Control Officer - 7:00 a.m. – 5:00 p.m. Sun., Mon., Wed., and Friday) (1/2 hour paid lunch)
- PD Records: Various Schedules 6:00am - 4:30pm or 7:30am - 6:00pm (1/2-hour **UNPAID** lunch) Work days are Monday-Saturday.

All Other Unit Employees:

- 7:15 a.m. - 6:15 p.m., Monday - Thursday - (1 hour unpaid lunch)

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Employees receiving a paid lunch must remain at the worksite to be available to respond or continue working when staffing is needed.

All other work schedules or hours of work would require the Alternative Work Schedule Request Form to be submitted and approved by the City Administrator.

ARTICLE XI – PAID TIME OFF (PTO)

B. PTO Accrual

Each eligible full-time unit employee shall accrue paid time off on the following basis with a maximum accrual of two-hundred and sixty (260) hours:

Years of Service	Accrual Rate	Maximum Accumulation
0-2 Years	3.85 hours/pay period (100 hours annually)	260 Hours
2-6 Years	5.38 hours/pay period (140 hours annually)	260 Hours
7-10 Years	6.46 hours/pay period (168 hours annually)	260 Hours
11+ Years	7.69 hours/pay period (200 hours annually)	260 Hours

ARTICLE XVII – HOLIDAYS

B. Holiday Closure

City to provide forty (40) hours of leave for use during the holiday closure. Employees who are not working between December 18, 2026, and January 3, 2027, must use these hours for days off work. Employees in critical positions who are unable to utilize time off during Holiday Closure period will receive pay for unused hours on the last paycheck in June 2027. Hours are subject to the normal approval process and will be prorated for new employees. Employees must be employed during Holiday Closure period between December 18, 2026, and January 3, 2027, to be eligible. Any time not utilized or paid out will be forfeited effective June 30, 2027.

ARTICLE XVIII – EDUCATION INCENTIVE PROGRAM

The Educational Incentive Program provides additional compensation to eligible employees who have completed an Associate's, Bachelor's, or Master's degree, or who have completed college coursework or certificate from an accredited educational institution shall receive an additional allowance as follows:

- Associate of Arts Degree (AA): $120.00 per month
- Bachelor of Arts Degree (BA): $150.00 per month
- Master Degree or above (MA): $180.00 per month

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Special Certificates (Limit one):
(Special certification or similar training that is job-related and exceeds the minimum educational requirements of the employee's job classification).

- $60.00 per month.

No employee may receive more than one Educational Incentive Allowance benefit at one time.

Educational incentive pay that meets the definition of "Educational Incentive Pay" under California Code of Regulations, Title 2, Section 571, subdivision (a)(2)— defined as compensation for completing educational courses, certificates, or degrees that enhance an employee's ability to perform their job and excludes the cost of education that is required for the employee's current job classification and reimbursement for the cost of an application or test, books, tuition or travel. Incentive payments that do not meet this definition **may** be approved under this program but **may not** be reportable to CalPERS as compensation.

Those employees currently receiving an education incentive that does not meet the above criteria would be grandfathered at their current rate.

ARTICLE XIX – TUITION AND BOOKS REIMBURSEMENT

An employee who is pre-approved by the department head to attend a specified. Off-duty education courses shall receive reimbursement for certain expenses.

1. Such a course directly pertains to the unit employee's present duties and/or pertains to the next step toward promotion in employee's field of endeavor.
2. A written request must be submitted and approved by the employee's Department Head and approved by the Director of Human Resources prior to the date of the first meeting of the course.
3. The unit employee receives a grade of C or better in said course.
4. Pre-approved coursework for certification programs that are job related may be eligible for reimbursement under this article. Pre-approval of the Department Head and the Director of Human Resources is required.
5. On completion of the course, with a grade of C or better, the employee shall submit a Request for Educational Reimbursement form to the department head along with a copy of the official transcripts and receipts for the total cost of the course.
6. Employee shall then be reimbursed up to a maximum of $2,500 per calendar year for cost of tuition and cost of books only.
7. Reimbursement will be made only for course work **completed** within the current calendar year (January 1 – December 31). The difference between the

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City's maximum obligation during any calendar year and the total amount of actual reimbursement received by the employee during that calendar year shall not be carried over or be available for use by the employee in any subsequent calendar year.

8. Requests for reimbursement must be received no later than 30-days after the end of the course for reimbursement.
9. A copy of the official transcript shall be forwarded to the Human Resources Department for retention in the employee's education file.

ARTICLE XX – CLOTHING, UNIFORMS, TOOLS AND RELATED

F. Uniform Allowance Reporting

The City will purchase uniforms for unit members required to wear a uniform while at work. Effective January 2024, the value of the uniforms shall be reported to CalPERS for "classic" members as $12.50 per pay period (excluding the 3rd payroll of the month) for a total of $300 per year. Uniform allowance is not considered pension reportable for "new members" hired after January 1, 2013, pursuant to the Public Employee Pension Reform Act of 2013 (PEPRA).

APPENDIX "A" – JOB CLASS AND SALARY SCHEDULE

Appendix "A" Job Class and Salary Schedule of Resolution No. R-2026-05 is hereby deleted in its entirety and a new Appendix "A" Job Class and Salary Schedule, Attachment No. 1 of this resolution is hereby approved effective the first full pay period after July 1 (July 6, 2026).

Part B. Scope of Modifications

Section 1: The only modifications of wages, hours, or other conditions of employment withing the scope of representation that are modified by this Resolution are those expressly set forth in Part A of this Resolution. All other terms and conditions within the scope of representation shall remain unchanged unless hereafter modified in accordance with applicable law.

Section 2: Nothing in this Resolution shall be construed as depriving the Association of its right each year to meet and confer on matters within the scope of representation whether or not such matters are included in this resolution, prior to adoption of the City budget or as otherwise required by law.

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APPROVED and ADOPTED this 30th day of June 2026.

Chad Wanke

Chad Wanke, Mayor

ATTEST:

Robert McKinnell

Robert S. McKinnell, City Clerk

STATE OF CALIFORNIA
COUNTY OF ORANGE

I, Robert S. McKinnell, City Clerk of the City of Placentia, do hereby certify that the foregoing Resolution was adopted at a regular meeting of the City Council of the City of Placentia held on the 30th day of June 2026, by the following vote:

AYES:	COUNCILMEMBERS:	Hummer, Kirwin, Smith, Yamaguchi, Wanke
NOES:	COUNCILMEMBERS:	None
ABSENT:	COUNCILMEMBERS:	None
ABSTAIN:	COUNCILMEMBERS:	None

Robert McKinnell

Robert S. McKinnell, City Clerk

APPROVED AS TO FORM:

Christian Bettenhausen

Christian L. Bettenhausen, City Attorney

Exhibit A: Job Class and Salary Schedule effective July 6, 2026

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APPENDIX "A" – JOB CLASS AND SALARY SCHEDULE

Placentia City Employees' Association (PCEA) – Effective July 1, 2026

	STEP A			STEP B			STEP C			STEP D			STEP E		
JOB CLASS	Hr.	Monthly	Annual	Hr.	Monthly	Annual	Hr.	Monthly	Annual	Hr.	Monthly	Annual	Hr.	Monthly	Annual
ACCOUNT CLERK	22.85	3,960.67	47,528.00	24.08	4,173.87	50,086.40	25.37	4,397.47	52,769.60	26.74	4,634.93	55,619.20	28.20	4,888.00	58,656.00
ACCOUNTING TECHNICIAN	26.83	4,650.53	55,806.40	28.28	4,901.87	58,822.40	29.81	5,167.07	62,004.80	31.43	5,447.87	65,374.40	33.11	5,739.07	68,868.80
ADMINISTRATIVE ASSISTANT	26.69	4,626.27	55,515.20	28.13	4,875.87	58,510.40	29.65	5,139.33	61,672.00	31.26	5,418.40	65,020.80	32.93	5,707.87	68,494.40
ADMINISTRATIVE SPECIALIST	28.58	4,953.87	59,446.40	30.11	5,219.07	62,628.80	31.73	5,499.87	65,998.40	33.45	5,798.00	69,576.00	35.25	6,110.00	73,320.00
BUILDING INSPECTOR	34.06	5,903.73	70,844.80	35.92	6,226.13	74,713.60	37.85	6,560.67	78,728.00	39.89	6,914.27	82,971.20	42.05	7,288.67	87,464.00
BUILDING PERMIT TECHNICIAN	26.83	4,650.53	55,806.40	28.28	4,901.87	58,822.40	29.81	5,167.07	62,004.80	31.43	5,447.87	65,374.40	33.11	5,739.07	68,868.80
CITY CLERK SPECIALIST	28.58	4,953.87	59,446.40	30.11	5,219.07	62,628.80	31.73	5,499.87	65,998.40	33.45	5,798.00	69,576.00	35.25	6,110.00	73,320.00
CODE ENFORCEMENT OFFICER	31.23	5,413.20	64,958.40	32.90	5,702.67	68,432.00	34.69	6,012.93	72,155.20	36.55	6,335.33	76,024.00	38.54	6,680.27	80,163.20
COMMUNITY SERVICES COORDINATOR	28.58	4,953.87	59,446.40	30.11	5,219.07	62,628.80	31.73	5,499.87	65,998.40	33.45	5,798.00	69,576.00	35.25	6,110.00	73,320.00
COMMUNITY SERVICES OFFICER	25.51	4,421.73	53,060.80	26.88	4,659.20	55,910.40	28.33	4,910.53	58,926.40	29.86	5,175.73	62,108.80	31.47	5,454.80	65,457.60
CRIME PREVENTION OFFICER	26.17	4,536.13	54,433.60	27.58	4,780.53	57,366.40	29.07	5,038.80	60,465.60	30.64	5,310.93	63,731.20	32.29	5,596.93	67,163.20
CUSTODIAN	22.08	3,827.20	45,926.40	23.27	4,033.47	48,401.60	24.52	4,250.13	51,001.60	25.84	4,478.93	53,747.20	27.24	4,721.60	56,659.20
CUSTODIAN Y-RATED*													28.45	4,931.33	59,176.00
DEVELOPMENT SERVICES COORDINATOR	31.23	5,413.20	64,958.40	32.90	5,702.67	68,432.00	34.69	6,012.93	72,155.20	36.55	6,335.33	76,024.00	38.54	6,680.27	80,163.20
ENGINEERING AIDE	21.16	3,667.73	44,012.80	22.30	3,865.33	46,384.00	23.51	4,075.07	48,900.80	24.77	4,293.47	51,521.60	26.12	4,527.47	54,329.60
ENVIRONMENTAL COMPLIANCE OFFICER	32.02	5,550.13	66,601.60	33.74	5,848.27	70,179.20	35.57	6,165.47	73,985.60	37.49	6,498.27	77,979.20	39.51	6,848.40	82,180.80
EQUIPMENT MECHANIC	28.85	5,000.67	60,008.00	30.41	5,271.07	63,252.80	32.05	5,555.33	66,664.00	33.78	5,855.20	70,262.40	35.61	6,172.40	74,068.80
EQUIPMENT MECHANIC II	30.30	5,252.00	63,024.00	31.94	5,536.27	66,435.20	33.67	5,836.13	70,033.60	35.49	6,151.60	73,819.20	37.40	6,482.67	77,792.00
EXECUTIVE ASSISTANT TO CITY ADMINISTRATOR	32.67	5,662.80	67,953.60	34.43	5,967.87	71,614.40	36.30	6,292.00	75,504.00	38.24	6,628.27	79,539.20	40.31	6,987.07	83,844.80
FACILITIES MAINTENANCE TECH	28.69	4,972.93	59,675.20	30.24	5,241.60	62,899.20	31.88	5,525.87	66,310.40	33.59	5,822.27	69,867.20	35.40	6,136.00	73,632.00
FACILITIES MAINTENANCE TECH II	30.30	5,252.00	63,024.00	31.94	5,536.27	66,435.20	33.67	5,836.13	70,033.60	35.49	6,151.60	73,819.20	37.40	6,482.67	77,792.00
GIS SPECIALIST	26.69	4,626.27	55,515.20	28.13	4,875.87	58,510.40	29.65	5,139.33	61,672.00	31.26	5,418.40	65,020.80	32.93	5,707.87	68,494.40
GIS TECHNICIAN	34.06	5,903.73	70,844.80	35.92	6,226.13	74,713.60	37.85	6,560.67	78,728.00	39.89	6,914.27	82,971.20	42.05	7,288.67	87,464.00
HUMAN RESOURCE TECHNICIAN	30.07	5,212.13	62,545.60	31.69	5,492.93	65,915.20	33.39	5,787.60	69,451.20	35.21	6,103.07	73,236.80	37.11	6,432.40	77,188.80
INFORMATION TECHNOLOGY SPECIALIST	40.56	7,030.40	84,364.80	42.58	7,380.53	88,566.40	44.71	7,749.73	92,996.80	46.95	8,138.00	97,656.00	49.29	8,543.60	102,523.20
INFORMATION TECHNOLOGY TECH	34.06	5,903.73	70,844.80	35.92	6,226.13	74,713.60	37.85	6,560.67	78,728.00	39.89	6,914.27	82,971.20	42.05	7,288.67	87,464.00
MAINTENANCE CREW LEADER	29.45	5,104.67	61,256.00	31.04	5,380.27	64,563.20	32.70	5,668.00	68,016.00	34.47	5,974.80	71,697.60	36.34	6,298.93	75,587.20
MAINTENANCE WORKER	26.17	4,536.13	54,433.60	27.58	4,780.53	57,366.40	29.07	5,038.80	60,465.60	30.64	5,310.93	63,731.20	32.29	5,596.93	67,163.20
MANAGEMENT ASSISTANT	30.05	5,208.67	62,504.00	31.68	5,491.20	65,894.40	33.39	5,787.60	69,451.20	35.20	6,101.33	73,216.00	37.09	6,428.93	77,147.20
MEDIA SERVICES SPECIALIST	31.23	5,413.20	64,958.40	32.90	5,702.67	68,432.00	34.69	6,012.93	72,155.20	36.55	6,335.33	76,024.00	38.54	6,680.27	80,163.20
OFFICE ASSISTANT	20.62	3,574.13	42,889.60	21.73	3,766.53	45,198.40	22.90	3,969.33	47,632.00	24.14	4,184.27	50,211.20	25.43	4,407.87	52,894.40
OFFICE CLERK	22.85	3,960.67	47,528.00	24.08	4,173.87	50,086.40	25.37	4,397.47	52,769.60	26.74	4,634.93	55,619.20	28.20	4,888.00	58,656.00
OFFICE SPECIALIST	24.33	4,217.20	50,606.40	25.65	4,446.00	53,352.00	27.04	4,686.93	56,243.20	28.48	4,936.53	59,238.40	30.02	5,203.47	62,441.60
PARKING CONTROL OFFICER	22.08	3,827.20	45,926.40	23.27	4,033.47	48,401.60	24.52	4,250.13	51,001.60	25.84	4,478.93	53,747.20	27.24	4,721.60	56,659.20
PLANNING AIDE	21.16	3,667.73	44,012.80	22.30	3,865.33	46,384.00	23.51	4,075.07	48,900.80	24.77	4,293.47	51,521.60	26.12	4,527.47	54,329.60
PLANNING TECH	26.83	4,650.53	55,806.40	28.28	4,901.87	58,822.40	29.81	5,167.07	62,004.80	31.43	5,447.87	65,374.40	33.11	5,739.07	68,868.80
POLICE CIVILIAN INVESTIGATOR	35.33	6,123.87	73,486.40	37.25	6,456.67	77,480.00	39.27	6,806.80	81,681.60	41.38	7,172.53	86,070.40	43.61	7,559.07	90,708.80
POLICE PROPERTY TECHNICIAN	31.55	5,468.67	65,624.00	33.26	5,765.07	69,180.80	35.06	6,077.07	72,924.80	36.95	6,404.67	76,856.00	38.95	6,751.33	81,016.00
POLICE RECORDS TECHNICIAN	31.55	5,468.67	65,624.00	33.26	5,765.07	69,180.80	35.06	6,077.07	72,924.80	36.95	6,404.67	76,856.00	38.95	6,751.33	81,016.00
POLICE SERVICE OFFICER	25.51	4,421.73	53,060.80	26.88	4,659.20	55,910.40	28.33	4,910.53	58,926.40	29.86	5,175.73	62,108.80	31.47	5,454.80	65,457.60
POLICE SERVICES SUPERVISOR	37.11	6,432.40	77,188.80	39.11	6,779.07	81,348.80	41.24	7,148.27	85,779.20	43.45	7,531.33	90,376.00	45.81	7,940.40	95,284.80
PUBLIC SAFETY COMMUNICATION SUPERVISOR	48.19	8,352.93	100,235.20	50.79	8,803.60	105,643.20	53.53	9,278.53	111,342.40	56.42	9,779.47	117,353.60	59.45	10,304.67	123,656.00
PUBLIC SAFETY DISPATCHER	34.69	6,012.93	72,155.20	36.55	6,335.33	76,024.00	38.54	6,680.27	80,163.20	40.61	7,039.07	84,468.80	42.80	7,418.67	89,024.00
PUBLIC WORKS INSPECTOR	33.62	5,827.47	69,929.60	35.44	6,142.93	73,715.20	37.35	6,474.00	77,688.00	39.37	6,824.13	81,889.60	41.49	7,191.60	86,299.20
SENIOR ACCOUNTING TECHNICIAN	30.07	5,212.13	62,545.60	31.69	5,492.93	65,915.20	33.39	5,787.60	69,451.20	35.21	6,103.07	73,236.80	37.11	6,432.40	77,188.80
SENIOR ADMINISTRATIVE ASSISTANT	31.23	5,413.20	64,958.40	32.90	5,702.67	68,432.00	34.69	6,012.93	72,155.20	36.55	6,335.33	76,024.00	38.54	6,680.27	80,163.20
SENIOR BUILDING INSPECTOR	34.45	5,971.33	71,656.00	36.33	6,297.20	75,566.40	38.28	6,635.20	79,622.40	40.34	6,992.27	83,907.20	42.53	7,371.87	88,462.40
SENIOR BUILDING PERMIT TECHNICIAN	30.07	5,212.13	62,545.60	31.69	5,492.93	65,915.20	33.39	5,787.60	69,451.20	35.21	6,103.07	73,236.80	37.11	6,432.40	77,188.80
SENIOR CODE ENFORCEMENT OFFICER	34.06	5,903.73	70,844.80	35.92	6,226.13	74,713.60	37.85	6,560.67	78,728.00	39.89	6,914.27	82,971.20	42.05	7,288.67	87,464.00
SENIOR CUSTODIAN	26.95	4,671.33	56,056.00	28.41	4,924.40	59,092.80	29.94	5,189.60	62,275.20	31.55	5,468.67	65,624.00	33.27	5,766.80	69,201.60
SENIOR ENGINEERING AIDE	30.30	5,252.00	63,024.00	31.94	5,536.27	66,435.20	33.67	5,836.13	70,033.60	35.49	6,151.60	73,819.20	37.40	6,482.67	77,792.00
SENIOR HUMAN RESOURCE TECHNICIAN	31.55	5,468.67	65,624.00	33.26	5,765.07	69,180.80	35.06	6,077.07	72,924.80	36.95	6,404.67	76,856.00	38.95	6,751.33	81,016.00

Monthly and Annual Salary are only approximate rates based on the Hourly conversion.