

**RESOLUTION NO. 26-4956**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MURRIETA, CALIFORNIA APPROVING A TENTATIVE AGREEMENT FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF MURRIETA AND THE MURRIETA POLICE MANAGEMENT ASSOCIATION FOR THE PERIOD JULY 1, 2026, THROUGH JUNE 30, 2029**

**WHEREAS**, the City of Murrieta (“City”) endeavors to recruit and retain the most qualified and talented employees to serve its citizens; and

**WHEREAS**, the compensation and benefits offered by the City to its employees are designed to aid in the City’s employee recruitment and retention efforts; and

**WHEREAS**, Section 36506 of the California Government Code requires that the City Council of the City fix the compensation of all appointive officers and employees by resolution or ordinance; and

**WHEREAS**, on February 3, 2026, the City Council adopted Resolution No. 26-4908, adopting and implementing a Memorandum of Understanding (“MOU”) between the City of Murrieta and the Murrieta Police Management Association (“MPMA”) effective for the period July 1, 2023, through June 30, 2026; and

**WHEREAS**, the City and MPMA have met and conferred in good faith and have prepared a written Tentative Agreement on a fair and equitable package of compensation and benefits for a successor MPMA MOU for the period July 1, 2026 through June 30, 2029 (“MPMA MOU 2026-29”) subject to MPMA ratification and City Council approval, pursuant to the Meyers-Milias-Brown Act (“MMBA”) (Government Code sections 3500-3511) and the City’s Employer-Employee Relations Resolution No. 93-214; and

**WHEREAS**, the members of the MPMA have voted to ratify the Tentative Agreement and the labor representatives of the City and the MPMA have executed the Tentative Agreement, which is still subject to City Council approval; and

**WHEREAS**, the MMBA provides in Section 3505.1:

“If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organization, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding.”

**WHEREAS**, once the City Council adopts the Tentative Agreement for the MPMA MOU 2026-

29, the parties are required to jointly prepare a written MOU to present to the City Council at a later date for consideration, adoption, and implementation consistent with the Tentative Agreement; and

**WHEREAS**, once approved by the City Council, the Tentative Agreement and the successor MPMA MOU 2026-29 become binding agreements between the parties, each in their own right; and

**WHEREAS**, upon City Council approval of the Tentative Agreement, the compensation and benefit changes outlined therein shall be implemented and incorporated into the Annual Operating Budget for Fiscal Year 2026-27; and

**WHEREAS**, the City Council, having considered the Tentative Agreement, desires to accept, adopt, and implement the Tentative Agreement for the Successor MPMA MOU 2026-29.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF MURRIETA, CALIFORNIA DOES HEREBY RESOLVE AS FOLLOWS:**

**Section 1.** The recitals set forth above are true and correct and incorporated herein by this reference.

**Section 2.** The executed Tentative Agreement for a successor MPMA MOU for the period of July 1, 2026 – June 30, 2029, a fully executed copy of which is attached hereto as Exhibit A, is accepted, approved adopted and implemented as stated therein.

**Section 3.** The labor representatives of the City and MPMA are directed to jointly prepare a written successor memorandum of understanding in accordance with the Tentative Agreement and present same to the City Council at a future date for its consideration, approval and adoption.

**Section 4** In anticipation of the successful completion of the negotiations, the Fiscal Year 2026-27 Operating Budget will be amended to reflect the increased compensation and benefits authorized by the Tentative Agreement for a successor MPMA MOU 2026-29.

**Section 5.** The City Clerk shall certify the adoption of this resolution and deem it effective and implemented as of July 7, 2026, the same shall be full force and effect.

**PASSED, APPROVED, AND ADOPTED** this 7th day of July 2026, by the City Council of the City of Murrieta, State of California.

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Jon Levell, Mayor

ATTEST:

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Cristal McDonald, City Clerk

APPROVED AS TO FORM:

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Tiffany Israel, City Attorney

STATE OF CALIFORNIA )  
COUNTY OF RIVERSIDE )§  
CITY OF MURRIETA )

I, Cristal McDonald, City Clerk of the City of Murrieta, California, do hereby certify that the foregoing Resolution No. 26-4956 was duly adopted by the City Council of the City of Murrieta at the regular meeting thereof, held on the 7th day of July, 2026, and was signed by the mayor of the said City, and that the same was passed and adopted by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Cristal McDonald, City Clerk

# **EXHIBIT A**

**Tentative Agreement for a Successor Memorandum of Understanding  
Between the City of Murrieta and  
the Murrieta Police Management Association**



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**TENTATIVE AGREEMENT**

**FOR A SUCCESSOR MOU BETWEEN THE CITY OF MURRIETA AND**

**THE MURRIETA POLICE MANAGEMENT ASSOCIATION**

**JUNE 18, 2026**

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The current Memorandum of Understanding (MOU) between the City of Murrieta (City) and the Murrieta Police Management Association (MPMA or Association), adopted by City Council Resolution No. 26-4908 covering the period July 1, 2023, through June 30, 2026 (MPMA MOU 2023-26), is set to expire June 30, 2026. MPMA currently represents eight total City employees, including six Police Lieutenants and two Police Captains.

Pursuant to the Meyer-Millias-Brown Act ("MMBA") (Gov't Code Section 3500 – 3511) and the City's Employer-Employee Relations Resolution No. 93-214, the labor relations representatives of the City and the Association commenced labor negotiations for a successor MOU with their first meeting on February 24, 2026. The parties met again on April 28, 2026, and May 18, 2026. The parties exchanged proposals and counter proposals for a successor MOU during this time and up through and including June 8, 2026. On June 17, 2026, the Association notified the City that the Association's membership had voted to approve the City's latest revised Proposal #2 dated June 8, 2026. Accordingly, the City and the Association have reached a Tentative Agreement on the deal terms for a successor MFMA MOU covering the period from July 1, 2026, through June 30, 2029, as set forth in this document.

All items affecting compensation within the current MPMA MOU 2023-26 not addressed herein are proposed to remain unchanged. The parties intend to prepare a redlined version of the successor MOU, which will include additional cleanup edits and language changes, subject to meet-and-confer. In addition, any language that has a sunset will be deemed to have no further force or effect. The following deal terms were ratified by the Association, but remain subject to formal approval and adoption by the City Council per the MMBA and specifically California Government Code Section 3505.1, which provides:

"If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding."

**CITY – MPMA MOU 2026-29 TENTATIVE AGREEMENT BY MOU ARTICLE**

<b>MOU ARTICLE</b>	<b>TENTATIVE AGREEMENT</b>
<b>Term</b> Article 1.07	<b>Replace the current language in Article 1.07, in its entirety, with the following:</b>  This Agreement shall become effective July 1, 2026, and shall remain in effect until June 30, 2029.

<b>MOU ARTICLE</b>	<b>TENTATIVE AGREEMENT</b>
<b>Computer Upgrade Reimbursement</b> Article 2.11	<b>Delete Article 2.11, in its entirety.</b>  <u><b>Current Language in Article 2.11:</b></u> Employees who have taken advantage of the computer equipment reimbursement program (Section XVIII of Resolution No. 91-64), and have had the original reimbursement completely forgiven, will be eligible to receive a one-time computer "upgrade" loan for the purchase of authorized computer equipment and/or software up to \$500 as funds permit. Participation in the computer upgrade program must be recommended by the Police Chief and approved by the City Manager. Reimbursement of the loan shall occur over the twelve (12) months following payment to the employee. This additional contribution of funds will be deducted from the employee's paycheck each pay period over a period of time not to exceed twelve (12) months or twenty-six (26) pay periods. If the employee who has received a computer upgrade loan leaves the employment of the CITY prior to the expiration of the loan period, the loan balance will be deducted from the employee's final paycheck.

<b>MOU ARTICLE</b>	<b>TENTATIVE AGREEMENT</b>
<b>Sick Leave Bank</b> Article 3.02	<b>Delete Article 3.02, in its entirety.</b>  <u><b>Current Language in Article 3.02</b></u> <u><b>A. Sick Leave Bank.</b></u> 1. All sick leave balances accumulated since the employee's date of hire up to and including the pay period ending July 6, 1996, are not added to annual leave, but are frozen and placed in a sick leave bank for the respective employee. In an effort to reduce the financial liability to the CITY of an employee's bank of unused sick time prior to retirement or other separation from employment, the employee may use sick leave time as time off for non-illness-related reasons.  2. At the time of an employee's resignation or retirement from the CITY, employees with continuous CITY employment of five (5) years or more shall be eligible to receive a payment of twenty-five percent (25%) of the unused sick leave in the sick leave bank at the employee's then rate of compensation. Employees with continuous CITY employment of ten (10) years or more shall be eligible to receive payment for fifty percent (50%) of the unused sick leave in the sick leave bank. Employees with continuous CITY employment of fifteen (15) years or more shall be eligible to receive payment for seventy-five (75%) of the unused sick leave in the sick leave bank.

	<p><b><u>B. Sick Leave Bank Cash Out.</u></b></p> <p>1. Four times each fiscal year during payroll periods as determined by the employee, those individuals may request a cash payout or deferral to a Deferred Compensation or Retiree Healthcare Trust Plan of unused sick leave in their frozen sick leave bank accounts on the books in excess of four hundred eighty (480) hours subject to the following schedule:</p> <table border="0" style="margin-left: 40px;"> <tr> <td style="padding-right: 20px;"><b>Years of Service</b></td> <td><b>Cash Out Available *</b></td> </tr> <tr> <td>1-5</td> <td>No cash out during the first five years</td> </tr> <tr> <td>6-10</td> <td># of excess hours x base hourly rate x .25</td> </tr> <tr> <td>11 -15</td> <td># of excess hours x base hourly rate x .50</td> </tr> <tr> <td>16+</td> <td># of excess hours x base hourly rate x .75</td> </tr> </table> <p>*Sick leave bank cash outs shall be calculated to include the Education Achievement Pay received by the employee.</p> <p>2. When cashing out sick leave bank time, a balance of at least four hundred eighty (480) hours of sick leave shall be maintained at all times.</p> <p>3. Starting calendar year 2024, employees shall be limited to cash-outs of sick leave twice yearly, provided the employee irrevocably designates in writing the amount of leave to be cashed out in the year preceding the cash-out. Cash-out is at the employee's rate of pay at the time paid. Human Resources and/or Finance will supply the irrevocable designation form upon request.</p>	<b>Years of Service</b>	<b>Cash Out Available *</b>	1-5	No cash out during the first five years	6-10	# of excess hours x base hourly rate x .25	11 -15	# of excess hours x base hourly rate x .50	16+	# of excess hours x base hourly rate x .75
<b>Years of Service</b>	<b>Cash Out Available *</b>										
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MOU ARTICLE	TENTATIVE AGREEMENT
<p><b>Salaries</b> Article 2.01</p>	<p><b>Replace the current language in Article 2.01, paragraph A. (Salary/Pay Schedules) in its entirety, with the following:</b></p> <p><b><u>A. Salary/Pay Schedules.</u></b> Police Lieutenant base monthly salary/pay range and Police Captain base monthly salary/pay range will be maintained with five (5) pay steps titled "A" step through "E" step. Each pay step up to step "E" will be five percent (5%) greater than the previous step.</p> <p>The salary ranges for Police Lieutenant and Police Captain shall be adjusted, as necessary, so that the bottom step base salary for Police Lieutenant shall always remain five percent (5%) greater than the top step base salary for Police Sergeant and the salary range for Police Captain shall be adjusted, as necessary, so that the bottom step base salary shall remain five percent (5%) greater than the top step base salary for Police Lieutenant.</p> <p><b><u>Year 1</u></b> Effective the pay period beginning July 12, 2026, or the first full pay period after City Council approval of the tentative agreement, whichever is later, the base pay of all represented employees will increase by a two percent (2.0%) cost-of-living adjustment (COLA).</p>

	<p><b><u>Year 2</u></b> Effective the pay period beginning July 11, 2027, the base pay of all represented employees will increase by a two percent (2.0%) COLA.</p> <p><b><u>Year 3</u></b> Base COLA - Effective the pay period beginning July 9, 2028, the base pay of all represented employees will increase by a two percent (2.0%) COLA.</p>
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MOU ARTICLE	TENTATIVE AGREEMENT
<p><b>Total Compensation</b> Article 2.03</p>	<p><b>Replace the current language in Article 2.03, in its entirety, with the following:</b></p> <p>In order to attract and retain qualified sworn police employees, the CITY endeavors to maintain salaries and benefits that are comparable in the local market.</p> <p><u>A. Definition.</u> The combination of salaries and benefits is known as total compensation. CITY and ASSOCIATION agree that total compensation shall consist of the following, as applicable and as may be provided by the CITY:</p> <p>Base salary (top step) for each classification, member retirement contribution paid by employer, employer retirement contribution paid by employer, health care contribution (including employer contribution for medical, dental, vision, and life insurance), uniform allowance, holiday leave, annual leave, bereavement leave, educational pay incentives, special assignment pay (e.g., Admin On-Call Pay, Night Premium Pay), tuition reimbursement, longevity pay, and employer-sponsored plan contributions (e.g., deferred compensation, long-term disability).</p> <p><u>B. Comparable Cities.</u> CITY and ASSOCIATION agree that, when collecting information regarding total compensation or elements of total compensation, the following cities will be surveyed: City of Riverside, Riverside County, Escondido, Chino, Corona, Indio, Oceanside, Menifee, Redlands, and Hemet.</p> <p>The comparable agencies listed above shall automatically be updated to match the comparable agency list agreed upon between the City and the Murrieta Police Officers' Association.</p> <p>C. This Article does not obligate the CITY to establish base salary or total compensation based on any local market survey, nor does it require the CITY to establish compensation at any specific market position, ranking, or percentile.</p>

MOU ARTICLE	TENTATIVE AGREEMENT
<p><b>Insurance</b> Article 2.05</p>	<p><b>Replace the current language in Article 2.05, paragraph A., in its entirety, with the following:</b></p> <p><b>A. Cafeteria Plan.</b> The CITY shall provide a "cafeteria plan" benefit for represented employees.</p> <p>The CITY shall provide funding for medical and related expenditures as follows:</p> <p>The City of Murrieta is a contracting agency for participation under PEMHCA. Government Code §22892 sets the minimum employer contributions required for enrollment in the Act.</p> <p>The CITY contribution for health insurance for purposes of the Act shall be the minimum monthly contribution required by PEMHCA and shall be adjusted to reflect changes in the minimum employer contribution requirements.</p> <p>In addition to the monthly MEC, as that number may from time to time change, the CITY shall fund a Section 125 cafeteria plan on behalf of each employee in the following amount, which includes the MEC:</p> <ul style="list-style-type: none"> <li>• Effective the first payday in calendar year 2026, the total monthly contribution shall be two thousand dollars (<b>\$2,000</b>).</li> <li>• Effective the first payday in calendar year 2029, the total monthly contribution shall be two thousand and fifty dollars (<b>\$2,050</b>).</li> </ul> <p><u>The total monthly contribution has the following restrictions:</u></p> <ol style="list-style-type: none"> <li>1. Up to \$933.43 of the Cafeteria Plan may be utilized only for medical insurance premiums. The remaining amount may be used for other allowable "Cafeteria Plan" expenditures, such as medical premiums and Flexible Spending Account contributions.</li> <li>2. No provision for cash-in-lieu (a taxable cash payment).</li> <li>3. No provision for a Deferred Compensation contribution from the CITY's monthly contribution.</li> </ol> <p><b>Continuation upon Retirement</b></p> <ol style="list-style-type: none"> <li>1. <b>Employees hired prior to January 1, 2008</b> - eligible retirees shall receive the monthly MEC to participate in PEMHCA (\$133.00 per month for calendar year 2018) and a \$700.33 monthly contribution to a Retirement Health Savings Plan ("RHS"). The total monthly expenditure for pre-January 1, 2008, employees who thereafter retire shall remain fixed at a maximum \$833.43 (consisting of the MEC to participate in PEMHCA, as from time to time changes, and the RHS contribution.)</li> </ol>

	<p>2. <b>January 1, 2008 and later employees (10 complete years of City service)</b>          Employees hired on and after January 1, 2008 and who thereafter retire from City service with a minimum ten (10) complete years of service with the City, shall receive City-funded medical insurance for the retiree and eligible dependents, in an amount not to exceed \$360.00 per month up to the date of eligibility to receive Medicare. (The \$360.00 maximum amount is computed by adding the MEC, to an RHS contribution, which shall, when totaled, equal \$360.00 per month.) Upon employee eligibility for Medicare, the City contribution to medical insurance shall be in the MEC.</p> <p>3. <b>January 1, 2008 and later employees (less than 10 complete years of City service)</b>          - For those employees hired on and after January 1, 2008, who then retire from City service with less than ten (10) full years of City service, the City medical insurance contribution shall be equivalent to the MEC.</p>
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MOU ARTICLE	TENTATIVE AGREEMENT
<b>Personal Leave</b> Article 3.04	<b>Increase the administrative leave from 60 hours per year to 75 hours per year.</b>

MOU ARTICLE	TENTATIVE AGREEMENT
<b>Re-Openers</b> Article 4.12	<p><b>Replace the current language in Article 4.12, in its entirety, with the following:</b></p> <p>The parties agree to meet and confer during the term of this MOU regarding the following matters:</p> <ul style="list-style-type: none"> <li>A. Update to CITY's Employer-Employee Relations Resolution and/or local labor relations rules and procedures.</li> <li>B. Update Personnel Rules and PD Manual.</li> <li>C. In the event the Murrieta Police Officers' Association (MPOA) and the City negotiate and implement any new compensation or benefit enhancement during the term of this Agreement, the City shall, upon request of the Association, meet and confer regarding the applicability of such enhancement to employees covered by this Agreement.</li> </ul>

**IT IS SO AGREED:**

**City of Murrieta**

*Justin Clifton*

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Justin Clifton, City Manager

*Diego Chavez*

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Diego Chavez, Administrative Services Director

**Murrieta Police Management Association**

*Spencer Parker*

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Spencer Parker, President

*Henry Romero*

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Henry Romero, Secretary

*J Durrant*

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Jeremy Durrant, Treasurer