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CITY OF MONTEBELLO APPROVES MOU WITH POLICE OFFICERS ASSOCIATION

MONTEBELLO, CA – During the August 28, 2024, City Council meeting, the Montebello City Council approved a new Memorandum of Understanding (MOU) between the City of Montebello (City) and the Montebello Police Officers Association (MPOA). The new MOU, Resolution No. 24-72, is a significant milestone in providing the City's police officers with increased salaries, education incentive pay, special assignment and collateral pay, shift differential pay, and an increase in member's health insurance contributions.

Key Features of the New MOU:

- **Base Salary Increases:** An overall base salary increase of 14.5% structured over three years, including 7% effective July 2024, 5% effective July 2025, and 2.5% effective July 2026.
- **Education Incentive Pay:** Enhanced compensation for higher degrees and POST certifications, with increases of \$200 per month for a bachelor's degree or Advanced POST Certificate and \$400 per month for a master's degree.
- **Special Assignment and Collateral Pay:** An introduction of a 3% special assignment pay and a \$100 per pay period collateral assignment pay for specific roles such as Range Master and Honor Guard.
- **Shift Differential Pay:** An additional \$100 per pay period for night and swing shifts.
- **Health Insurance Contribution:** An increase in the City's health insurance contribution starting January 2025, with \$360 per month for two-party coverage and \$550 per month for family coverage.

"This new agreement reflects how much we value and support our dedicated police officers," said Montebello Mayor Scarlet Peralta. "By investing in our police officers' compensation and benefits, we are honoring their service and ensuring that Montebello continues to attract and retain the best talent in law enforcement."

The new MOU, effective July 1, 2024, to June 30, 2027, is a testament to the City's unwavering commitment to maintaining competitive compensation for our dedicated police officers. The City Council also adopted Resolution No. 24-73, which updates the City's compensation plan and job classifications to align with the new MOU terms. These resolutions ensure that the City remains competitive and effectively supports its officers.

"Public safety is a core principle in the City of Montebello and this agreement reflects our commitment to keep our residents safe" said Montebello City Manager Raul Alvarez. "Overall, this agreement reflects our public safety values, and we look forward to the positive impact it will have in our community."

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