



CITY OF ANGELS
CITY HALL

PO Box 667, 200 Monte Verda St. Suite B, Angels Camp, CA 95222 P: (209) 736-2181

DATE: JUNE 2, 2026
TO: CITY COUNCIL
FROM: MICHAEL HODSON, CITY ADMINISTRATOR

RE: RESOLUTION NO. 26-58 APPROVING AMENDMENTS TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ANGELS AND THE ANGELS CAMP POLICE OFFICERS ASSOCIATION FOR FISCAL YEAR 2026-2027

RECOMMENDATION:

Adopt Resolution No. 26-58 approving amendments to the Memorandum of Understanding (MOU) between the City of Angels and the Angels Camp Police Officers Association for the period of July 1, 2026 through June 30, 2027.

BACKGROUND:

The City of Angels and the Angels Camp Police Officers Association have engaged in meet and confer negotiations regarding wages, hours, and other terms and conditions of employment for represented employees within the Police Officers Association bargaining unit.

The current MOU is scheduled to expire on June 30, 2026. Following negotiations, the City and the Association reached a tentative agreement on a one-year successor agreement covering the period of July 1, 2026 through June 30, 2027.

The negotiated agreement includes updates to compensation, employee health insurance provisions, department-issued cellular device policies, and probationary periods for newly hired Police Officers.

The proposed amendments are intended to support employee recruitment and retention efforts while maintaining operational efficiency, accountability, and compliance with evolving technology and security requirements within the Police Department.

DISCUSSION:

The proposed successor MOU includes several negotiated changes to the existing agreement between the City and the Angels Camp Police Officers Association.

Key amendments include:

- An eight percent (8%) salary adjustment for all classifications represented by the bargaining unit effective July 1, 2026.
- Revision of Article XI related to medical, dental, and vision insurance benefits. The updated language transitions benefit administration fully under the CalPERS PEMHCA

structure and establishes a monthly City contribution cap of up to \$2,725 toward eligible medical, dental, and vision premiums during the first year of the agreement.

- Modification of Section 11.03 regarding alternative insurance opt-out provisions, maintaining a monthly opt-out payment of \$250 for eligible employees with proof of alternate coverage.
- Replacement of Section 7.10 regarding cell phone reimbursement with updated language authorizing the use of City-issued cellular devices for Police Officers, Detectives, and Sergeants. The revised language addresses operational necessity, cybersecurity protections, multi-factor authentication, encrypted access, device monitoring, and employee responsibilities associated with City-owned equipment.
- Revision of Section 10.05 establishing an eighteen (18) month probationary period for newly hired Police Officers.

The agreement represents a collaborative effort between the City and the Association to maintain competitive compensation and benefits while modernizing operational practices and technology standards within the Police Department.

Staff recommends approval of the proposed Resolution and successor MOU.

FINANCIAL IMPACT:

The proposed agreement will result in increased personnel costs associated primarily with the negotiated 8% salary adjustment and revised health insurance contribution structure. Funding for these costs is included within the proposed Fiscal Year 2026-2027 Police Department operating budget and associated employee benefit allocations.

ATTACHMENTS:

- 1) Resolution No. 26-58
- 2) 2026-2027 Memorandum of Understanding Amendments

