

The City of Huntington  
and the  
Huntington Beach Police Officers' Association  
**City Proposal #3**  
April 12, 2023

Article #	Subject	Proposal
I	Term	July 1, 2023 – June 30, 2026
VI A	Salary Schedule	Effective the later of the pay period including July 1, 2023 or the pay period including Council approval of the MOU, employees will receive a base salary increase of five percent (5.0%).  Effective the pay period including July 1, 2024, employees will receive a base salary increase of five (5.0%).  Effective the pay period including July 1, 2025, employees will receive a base salary increase of five percent (5.0%).
VII(A)(1)(b)	POST Certificate Program	Increase the premium for possession of an advanced POST certificate from 6% to 8%, should Council authorization allow.
VII	Special Assignment Pay	Employees assigned to special assignments shall be paid a special assignment pay premium of three percent (3%) of base pay. The list of special assignments is as follows: Detective Bureau; Regional Task Forces; Canine; Traffic Investigator; Special Investigations Bureau (SIB); Homeless Task Force (HTF); Special Events Coordinator; Training Unit, Professional Standards Unit, Special Enforcement Team (Downtown Foot Beat excluding the seasonal Beach Detail), Personnel/Backgrounds, and Jail Manager (1 Sgt.), Administrative Dispatch Assignment (66 positions).
VII(B)	Flight Pay	An employee shall be designated as the Chief Pilot/Safety Officer and shall receive a five percent (5%) premium for serving in such capacity, in addition to whichever other premiums they are entitled.
VII(D)	Shift Differential	The City agrees to withdraw proposal to remove this language.
VII(F)(2)(c)	Bilingual Pay	The City accepts HBPOA's proposed changes, allowing re-testing at the Police Chief's discretion no more than once every 12 months.
VII(I)(2)	Longevity Pay	Longevity pay shall be increased as follows: i. Sworn: 20 years of sworn law enforcement increase from 10% to 15%. ii. Non-Sworn: 20 years of full-time service in a sworn law enforcement department from 0% to 5%
VII(L)	Nurse Pay	The City proposes addressing the side letter language in a department policy, referencing the policy in the MOU.
IX(A)(3)	7/11.5 Work Schedule	Updating language to reflect recent reorganization, to include those currently on the schedule within the divisions.
IX(A)(4)	Work Week Communications Center	The City agrees to proposed language changes in order to incorporate side letter language.
IX(A)(6)	Motors	The City agrees to the proposed language changes to motor schedules.
IX(B)	Other Time	The City declines the proposal to designate overtime as deferred compensation. The City agrees to update the date on the final clause.
IX(B)(3)(c)	Subpoena Compensation	The City agrees to the proposed language changes to cancelled subpoenas.

IX(B)(4)	Standby Pay	City accepts HBPOA proposal to incorporate and update side letter language. The City maintains proposal that employees receiving special assignment pay are not eligible for standby pay.
X(A)(1)	Retiree Medical	The City's contribution to RMT shall be equal to \$100 and shall not sunset.
X(B)(1)(b)	Health and Other Insurance Benefits	The City requires further discussion on this item and proposes a flat dollar amount, not a percentage or an increase that continues to increase after the MOU expires.
X(B)(7)(c)	Income Protection Plan	The City's contribution to the association's income protection plan shall be increased by \$3 per member, per month.
X(B)(8)(d) X(B)(8)(g)	Long Term Care	The City agrees to maintain the current MOU language.
XI(E)(5) XI(F)(5)	Retirement	The City agrees to the POA proposed language changes.
XII(A)(4)	Leave Benefit – General Leave Accrual	The City agrees to provide that general leave shall be accrued based on years of City service or total law enforcement services, whichever is greater, with specific qualifying language to be proposed by the City.
XII(A)(5)	Leave Benefit – Use of General Leave	The City requires further discussion on this item as the language proposed by POA requires modification.
XII(A)(8)	Leave Benefit – Deferred Compensation/General Leave	The City requires further discussion on this item to understand the need for a language change.
XII(D)	Family and Medical Care Leave	The City requires further clarification if POA is referring to current sick leave on the books and not additional accrued sick leave. The City agreed to POA's language change pertaining to Labor Code Section 233.
XII(H)	Association Business	The City agrees that association business leave shall be increased by 180 hours per year. The City declines the POA proposal to provide the HBPOA Association President premium compensation.
XIV	Miscellaneous	The City declines the POA proposal to incorporate by reference the City's existing travel expenses policy or reference to GSA.
XIV(K)	Administrative Dispatcher	The City proposes title changes to dispatcher positions due to the Citywide Classification and Compensation Study recommendations.
Exhibit A	Salary Schedule	The City proposes adding the new title of Police Communications Trainee.
Exhibit B	Association Bank Time	The City maintains its original proposal for use of Association time.
Exhibit G	Alternative Dispute Resolution	The City agrees with POA proposed language change.