

The City of Huntington
and the
Huntington Beach Police Officers' Association
City Proposal #4
May 4, 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% effective the later of the pay period following Council approval of the pay period including 7/1/23
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). Still need to work out language re: selection process, length of assignments.
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. Still need to work out language re: selection process
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) VII(J)	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% effective the later of the pay period following Council approval of the MOU or pay period including 7/1/23. The City withdraws its proposal to modify (J).
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(A)(5)(c)	Overtime	As the City improves its existing Human Resources and Payroll systems to have more automated functionality, it will work toward enabling employees to be able to assign overtime pay to deferred compensation without incurring additional implementation costs or staff time. These efforts would occur in conjunction with normal software updates.
IX(B)(1)(c)	Compensatory Time Off	The City agrees to withdraw its proposal to remove this language
IX(B)(3)	Subpoena Compensation	The City agrees to the proposed language changes
IX(B)(4)	Standby Pay	City accepts HBPOA proposal to incorporate and update side letter language. Each week one member of the HBPOA Board of Directors shall be added to the list of employees placed on standby to respond to after-hour emergencies, according to the provisions of Article IX, Section (B)(4) of the MOU, as amended. Standby shall be rotated among Board members, with the Association President being on standby no more than one-half of the time
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's contribution towards employees' health insurance at each plan level (i.e., E/ee, E/ee+1, E/ee+2 or more) shall be increased as follows: <ul style="list-style-type: none"> i. January 1, 2024, increase monthly contributions to medical insurance for single, two-party and family by \$39, \$78 and \$101, respectively. ii. January 1, 2025, increase monthly contributions to medical insurance for single, two-party and family by \$33, \$66 and \$84, respectively.
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	For law enforcement it is law enforcement service. For non-sworn it is working in the same job at another agency. For Correctional Deputy the City is OK if the person has been sworn and was assigned to a correctional facility.
XII(A)(5)	Leave Benefit – Use of General Leave	If an employee provides at least eight (8) days' notice of a request to use General Leave, it will be granted, unless within the discretion of the Police Chief or their designee, the decision to grant the leave would create an operational burden. It is not an operational burden simply because another employee must work the shift on overtime
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 agrees to maintain current MOU language and add language 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 proposal to add the new title of Police Communications Trainee has been withdrawn.
Exhibit B	Association Bank Time	The Association time hours must be tracked by use of a separate payroll code so that each time it is used it is specifically accounted for on the time sheet of the employee who uses it
Exhibit E	Voluntary Catastrophic Leave Donation	The City disagrees with adding "designated person"
Exhibit F	Job Sharing Program	Detention Supervisors added to this section
Exhibit G	Alternative Dispute Resolution	The City agrees with POA proposed language change.