



Huntington Beach POA Attachment A

Proposal #2 – 3-10-2023

1. **Term:** 4 years (July 1, 2023 through June 30, 2027).
2. **Base Salary:** Modify Article VI of the MOU to provide that the following across the board base salary increases, as follows:
 - Start of pay period containing July 1, 2023.....8%
 - Start of pay period containing July 1, 2024.....4%
 - Start of pay period containing July 1, 2025.....4%
 - Start of pay period containing July 1, 2026.....4%
 - ~~Start of pay period containing January 1, 2027.....base to #3 in county, max 4%.~~
3. **Special Assignment Pay:** Modify Article VII of the MOU to provide that employees assigned to special assignments shall be paid a special assignment pay premium of five percent (5%) 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.)
4. **Chief Pilot/Safety Officer:** Modify Article VII of the MOU to provide that 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.
5. **Police Professional Development Plan/POST:** Modify Article VII(A)(1)(b) of the MOU to increase the premium for possession of a POST ~~Intermediate certificate from 3% to 5%; and for possession of POST~~ Advanced certificate from 6% to 10%.
6. **Holidays:** Modify Article VII(G) of the MOU to provide that holiday leave shall be increased to 132 hours by designating one of the following as a City-recognized holiday: Juneteenth (June 19th) or Indigenous Peoples Day (2nd Monday in October) or Caesar Chavez Day (March 31).
7. **Longevity Pay:** Modify Article VII(I) of the MOU to provide that longevity pay at 20 years of sworn law enforcement experience shall be increased from ten percent (10%) to ~~fifteen percent (15%)~~ **twelve and one-half percent (12.5%)**. Further provide that non-sworn employees shall be eligible to receive longevity pay of **five percent (5%)** in the same manner as sworn employees, based upon their years of full-time work in a sworn law enforcement department.



8. **Overtime Designated to Deferred Compensation:** Modify Article IX(B) of the MOU to provide that employees who work overtime shall have the ability to designate the compensation for the overtime as deferred compensation (Note: no cost proposal).
9. **Health Insurance:** Modify Article X(B)(1) of the MOU to provide that 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 January 1 each year of the agreement to equal the CalPERS PORAC Region 3 rate, if such rate exceeds the City's then-current contribution, with a maximum increase in any year of 5%.
10. **RMT:** Modify Article X(A) of the MOU to provide that the City's contribution to RMT shall be equal to ~~three~~ **two** percent (**2%**) of an employee's base pay and shall not sunset.
11. **Life Insurance:** Modify Article X(B)(6) of the MOU to provide that the City provided life insurance shall be set at an amount equal to twice the employee's annual base salary; provided, however, if the death is duty related, the amount shall be doubled.
12. **Income Protection Plan:** Modify Article X(B)(7) of the MOU to provide that the City's contribution to the association's income protection plan shall be increased by \$6 per member, per month.
13. **General Leave Accrual:** Modify Article XII(C)(4) of the MOU to provide that general leave shall be accrued based on years of City service or total law enforcement services, whichever is greater.
14. **Approval of General Leave:** Modify Article XII(C)(5) of the MOU to provide that requests for the use of general leave shall be approved or denied in the same manner as compensatory time off (CTO).
15. **Bereavement Leave:** Modify Article XII(D) of the MOU to provide that the grandparents of a spouse or domestic partner shall be added to the list of relatives for whom bereavement leave may be used.
16. **Association Business:** Modify Article XII(I) of the MOU to provide that association business leave shall be increased by ~~480~~ **380** hours per year, to ~~1520~~ **1420** hours.
17. **President Premium:** Modify Article XII of the MOU to provide that the association president shall receive premium compensation equal to ~~12~~ **11** hours of base pay per week as "Confidential Premium" pay.
18. **Tuition Reimbursement:** Modify Article XIV(A) of the MOU to provide that tuition reimbursement shall be available to sworn employees.



19. **Per Diem:** Modify Article XIV(A) of the MOU to provide that employees shall be reimbursed for meals in amounts equal to those established by the General Services Administration (GSA). The breakdown per meal is set forth at www.gsa.gov/mie.
20. **Travel Expenses:** Modify Article XIV of the MOU to incorporate by reference the City's existing travel expenses policy.
21. **Paid Child Bonding Leave:** Modify Article XII of the MOU to provide that employees may receive ~~six~~ **three** weeks of paid child bonding leave per birth; provided however, that the benefit may be used no more than two times in an employee's tenure with the City. In the case of married employees, they are entitled to no more than ~~6~~ **three 3** weeks per birth between them, and may use this benefit no more than twice collectively.

Unless otherwise provided herein, all existing wages, hours and other terms and conditions of employment shall remain in full force and effect.