



Dear City of HB Negotiations Team,

At the outset, HBPOA wanted to express its gratitude to the City Council for its support and commitment towards the members of HBPOA and the public safety of the community.

Attached is the HBPOA proposal following our meeting on 4-6-2023. The attached proposal is directly targeted at addressing a very competitive labor market for public safety employees.

- **Base Salary:** By providing annual COLA increases of 5% it is hoped our base salary, which is currently 7.9% below the median, will approach the market average and remain competitive over the three-year term of the agreement.
- **Other Benefits:** The vast majority of the additional 5% in benefit increases (POST, Longevity, Medical insurance, RMT, etc.) are in areas that are beneficial for recruitment and retention and reflected on typical salary surveys. We currently have 25 unfilled sworn positions, 6 unfilled non-sworn positions, and at least 5 sworn retirements expected this year. By including these benefits at the commencement of the agreement, it should anchor current employees considering retirement for a few more years, and assist greatly to re-establish HB as a desirable employer of choice for new candidates.

The HBPOA looks forward to bringing this negotiation to conclusion and will gladly answer any questions that you have.

Sincerely,

The HBPOA Board of Director



Huntington Beach POA Attachment A

Proposal #3 – 4-6-2023

1. **Term:** 3 years (July 1, 2023 through June 30, 2026).
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.....5%
 - Start of pay period containing July 1, 2024.....5%
 - Start of pay period containing July 1, 2025.....5%
3. **Based on the costing figures (\$504K = 1%) provided by the City, HBPOA estimates the following benefits will total 5% in cumulative cost. Each of the proposals shall become effective July 1, 2023:**
 - a) **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 (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). **[\$435K]**
 - b) **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. **[\$10.5K]**
 - c) **Police Professional Development Plan/POST:** Modify Article VII(A)(1)(b) of the MOU to increase the premium for possession of an advanced POST certificate from 6% to 8%. **[\$600K]**
 - d) **Longevity Pay:** Modify Article VII(I) of the MOU to provide that longevity pay shall be increased as follows: **[\$715K]**
 - 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%.
 - e) **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 **[No Cost]**.
 - f) **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 by 5%. [\$294K]

- g) **RMT:** Modify Article X(A) of the MOU to provide that the City's contribution to RMT shall be equal to \$100 and shall not sunset. [\$300K]
- h) **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 \$3 per member, per month. [\$9K]
- i) **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. [\$99K]
- j) **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), provided, however, the time limit for approval of general leave shall be 8 days or more in advance, rather than 72 hours. [No Cost]
- k) **Association Business:** Modify Article XII(I) of the MOU to provide that association business leave shall be increased by 180 hours per year. [\$20K]
- l) **President Premium:** Modify Article XII of the MOU to provide that the employees who serves as the HBPOA Association President shall receive premium compensation of twenty percent (20%) as "Confidential Premium" pay. [\$35K]
- m) **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. [No Cost]
- n) **Travel Expenses:** Modify Article XIV of the MOU to incorporate by reference the City's existing travel expenses policy. [No Cost]

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