

**City of Huntington Beach
Police Management Association
Tentative Agreement
June 13, 2023**

| Article # | Subject | Proposal |
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| XVI | Term of Memorandum of Understanding | July 1, 2023 – June 30, 2026 |
| III (A) | Salary Schedule | <p>Effective June 24, 2023, employees will receive a base salary increase of five percent (5.0%)</p> <p>Effective the pay period including July 1, 2024, employees will receive a base salary increase of five percent (5.0%).</p> <p>Effective the pay period including July 1, 2025, employees will receive a base salary increase of five percent (5.0%).</p> |
| V | Health and Other Insurance Benefits | <p>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:</p> <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. |
| IX (B)(4) | Leave Benefits – General Leave Accrual | <p>Added language: In computing eligibility for continuous service, for sworn law enforcement members of the unit, it shall include sworn law enforcement service at another law enforcement agency.</p> |
| XII (B) (2) | Work Schedule/Exempt Compensatory Time and Executive Leave | <p>Added language: Cash Out of Compensatory Time Off - Twice each year, employees may, at their option, be paid for their compensatory time off. Payment when requested under this section shall be at the employee's regular rate of pay in effect at the time the request is made.</p> <p>On or before the beginning of the pay period which includes December 15 of each calendar year, an employee may make an irrevocable election to cash out accrued compensatory time off which will be earned in the following calendar year. The employee can elect to</p> |

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| | | <p>receive cash for their accrued compensatory time off up to two times per calendar year, and in a cumulative amount not to exceed the number of hours the employee irrevocably elected to cash out in the prior year. However, if the employee's compensatory time off leave balance in the pay period containing December 15th is less than (the balance of) the total amount the employee elected to cash out (in the prior calendar year) the employee will receive cash for the amount of leave the employee has accrued at the time of the cash out. Compensatory time off which is cashed out will be paid at the employee's regular rate of pay</p> |
| XIII (A) | Special Pay – Advanced POST Certification | <p>Increase the premium for possession of an Advanced POST certificate from 6% to 8% the pay period including 7/1/23</p> |
| XIII (C) (3) | Special Pay – Incentive Program: Executive Development | <p>Added language: The California Police Chief's Executive Leadership Institute at Drucker School of Management AND possession of a Master's Degree AND two (2) years' management experience; or</p> |
| XIII (D) (2) | Special Pay – Longevity Pay | <p>Increase of longevity pay for employees with 20+ years of sworn law enforcement experience from 11% to 16%.</p> |
| XIII (c) | Special Pay – Acting Assignment | <p>Modification to language: When a member of this unit is assigned by the Chief of Police to work in a position of higher classification or pay range for a continuous period of twenty eight (28) or more calendar days, they shall retroactively be compensated "acting" pay in the amount of ten percent (10%) for all time worked in the acting assignment, beginning from the first day assigned. The assigned employee must submit a memorandum to the Chief of Police indicating the date of assignment and hours assigned before compensation can be paid.</p> <p>Nothing in this section shall limit the Chief of Police, to assign employees temporarily to a position of higher classification for a period of less than twenty-eight (28) days for operational needs.</p> |