

City of Huntington Beach's Proposal to the
Huntington Beach Police Officers' Association
Proposal # 2
May 30, 2017

Article #	Subject	Proposal
I	Term	October 1, 2017 – September 30, 2018
VII(I)	Acting Pay	<p><u>Acting Pay</u> - In the event of an extended absence or vacancy of a Police Sergeant, the Police Chief may, at his/her discretion, designate an active FTO to perform the duties of a Police Sergeant. This acting assignment will be for no longer than three consecutive months. If the absence or vacancy continues beyond three months, the Police Chief may assign another active FTO to perform the duties of Police Sergeant for up to an additional three months. The Police Chief could continue to fill the extended absence or vacancy in the same manner until the Police Sergeant on leave returns or the vacancy is filled. The FTO working this acting assignment would receive Acting Pay, which is the same pay as that received by FTO's throughout the entire period in which he/she is acting as a Police Sergeant.</p> <p>Selection to this acting assignment will be made by the Police Chief, after reviewing memos submitted by interested FTO's.</p>
VII(N)	Reporting to CalPERS	<p><u>Reporting to CalPERS</u> – In the event that CalPERS challenges the City's report of any special compensation as compensation earnable and informs the City that it cannot not report the pay since it does not qualify as special compensation per Title 2 CCR section 571, the City is not obligated to continue to report the pay. This is provided for per Title 2 Section 571(c) & (d).</p>
X(B)(4)	Medical/Vision Opt-Out	<p>The parties agree that the cash provided for the medical opt-out is not included in the overtime rate unless the overtime qualifies as overtime under the Fair Labor Standards Act.</p>
XII(A)(6)	Vacation Conversion to Cash	<p>Want to discuss the impact of the doctrine of constructive receipt with the Association.</p>
XII(G)	Cash Out of Compensatory Time	<p>Want to discuss the impact of the doctrine of constructive receipt with the Association.</p>
XV	Successor Negotiations	<p>The parties agree to commence labor negotiations for a successor MOU no later than April 15, 2018. At that meeting, the parties shall discuss ground rules and meeting dates. On or before May 15, 2018 the parties agree to mutually exchange comprehensive proposals.</p>