

The City of Huntington Beach
 And the
 Huntington Beach Police Officers' Association
City Proposal # 3
 February 4, 2020

Article #	Subject	Proposal
I	Term	January 1, 2020 – June 30, 2023
VI A	Salary Schedule	<p>Effective the beginning of the pay period including January 1, 2020, employees will receive a base salary increase of four percent (4.0%).</p> <p>Effective the beginning of the pay period including January 1, 2021, employees will receive a base salary increase of three and one half percent (3.50%).</p> <p>Effective the beginning of the pay period including January 1, 2022, employees will receive a base salary increase of three and one half percent (3.50%).</p>
VII	Special Pay	The parties agree to a reopener that can be triggered by either party during the MOU regarding the rotation of specialty assignments.
VII(G)	Holiday in Lieu Pay	Effective the pay period following City Council approval of the MOU, the City agrees to increase this pay from 100 to 120 hours. This is to reflect an increase from 10 to 12 hours for each of the 10 holidays.
VIII(D)	One Time Payment For Law Enforcement Equipment	The parties agree to delete this language since this was a one-time payment and no longer belongs in the MOU.
IX(A)(4)	Work Schedule Communications Center	The parties agree to extend this one more deployment (four (4) months) so it can be more thoroughly evaluated. Any further extensions will be subject to an agreement by the parties.
IX(B)(1)	Compensatory Time Off	The parties agree if by June 30, 2023, they have been unable to agree upon a successor MOU, the compensatory time off provisions will continue unless either party informs the other that it no longer agrees to allow the continued accrual of compensatory time off in lieu of overtime compensation. If that occurs, thirty (30) days after providing such notice to the other side, all overtime worked will be paid unless and until the parties agree upon a subsequent compensatory time off provision in the MOU.
X(A)(1)	Retiree Medical	The City shall contribute \$100.00 to the Trust per month for each represented employee. Equal contributions shall be made on the first two pay periods of each month. This benefit will continue until June 30, 2023 on which day it will

		<p>sunset unless the parties affirmatively negotiate to maintain or modify it. At such time, the City will no longer have the obligation to make this \$100.00 contribution to the Trust.</p>
X(B)(1)(b)(i)	Health and Other Insurance Benefits	<p>For 2020 and 2021, the City shall maintain its current maximum contribution amounts of \$774 (single party coverage) \$1,623, (two party coverage) and \$2076 (family coverage).</p> <p>For 2022, the City agrees to contribute the CalPERS PORAC Region 3 Rate, but no more than 5% higher than the City's current contribution rates, as follows: \$813 for employee only, \$1,704 for two party and \$2,180 for family coverage.</p>
XI	Retirement	<p><u>Classic Member Safety:</u> Effective the pay period following City Council approval of the MOU, classic member safety members shall cost share two percent (2%) compensation earnable in accordance with Government Code section 20516(f).</p> <p>Effective the beginning of the pay period including January 1, 2021, classic member safety members shall cost share one percent (1%) compensation earnable in accordance with Government Code section 20516(f).</p> <p>Effective the beginning of the pay period including January 1, 2022, classic member safety members shall cost share one percent (1%) compensation earnable in accordance with Government Code section 20516(f).</p> <p><u>Classic Member Miscellaneous:</u> Effective the pay period following City Council approval of the MOU, classic member miscellaneous members shall cost share one percent (1%) compensation earnable in accordance with Government Code section 20516(f).</p> <p><u>New Member Safety:</u> Effective the pay period following City Council approval of the MOU, new member safety members shall cost share 1.25% pensionable compensation in accordance with Government Code section 20516(f).</p> <p>This will ensure that these members will pay 13% of pensionable compensation (when combined with the 11.75% pensionable compensation that these employees are required to pay as determined by CalPERS's annual evaluation. If in future fiscal years, member contribution rate for new member safety members shall become greater or less than 11.75% of pensionable compensation, as determined by CalPERS's annual valuation, the additional contribution made by the employee under 20516(f) will be increased or decreased accordingly, so that the total</p>

		<p>employee contribution equals 13% of pensionable compensation.</p> <p><u>New Member Miscellaneous:</u> Effective the pay period following City Council approval of the MOU, new member miscellaneous members shall cost share 1.50% pensionable compensation in accordance with Government Code section 20516(f).</p> <p>Effective the beginning of the pay period including January 1, 2021, new member miscellaneous members shall cost share an additional one and one quarter percent (1.25%) compensation earnable in accordance with Government Code section 20516(f).</p> <p>This will ensure that effective the beginning of the pay period including January 1, 2021, these members will pay 9% of pensionable compensation (when the 2.75% is combined with the 6.25% pensionable compensation that these employees are required to pay as determined by CalPERS's annual evaluation). If in future fiscal years, member contribution rate for new member safety members shall become greater or less than 6.25% of pensionable compensation, as determined by CalPERS's annual valuation, the additional contribution made by the employee under 20516(f) will be increased or decreased accordingly, so that the total employee contribution equals 9% of pensionable compensation.</p>
XII	Vacation and Sick Leave – Conversion to General Leave	<p>Effective in the pay period following Council approval of the MOU, the accrual for vacation and the sick leave benefit provided in Article XII(B(1) are eliminated and replaced with General Leave which can accrued as follows:</p> <p>For the first (1st) through the fourth (4th) year of continuous service, General Leave shall be accrued at the rate of one hundred and seventy six (176) hours per year (6.77 hours biweekly).</p> <p>For the fifth year (5th) and through the ninth (9th) year of continuous service, General Leave shall be accrued at the rate of two hundred (200) hours per year (7.69 hours biweekly).</p> <p>For the tenth (10th) year and through the fourteenth (14th) year of continuous service, General Leave shall be accrued at the rate of two hundred and twenty four (224) hours per year (8.62 hours biweekly)</p>

		<p>For the fifteenth (15th) year and thereafter of continuous service, General Leave shall be accrued at the rate of two hundred and fifty six (256) hours per year (9.85 hours biweekly).</p> <p>The maximum accrual of General Leave is 640 hours. Once that cap is reached by employees, they shall be paid out for any excess General Leave on the first pay day following accrual above 640 hours for any hours above 640.</p> <p>Effective in the pay period following Council approval of the MOU, the City will also provide 144 hours of sick leave to employees that can be used as sick leave. This sick leave cannot be cashed out but used by employees as sick leave. Up to 72 hours of this sick leave can be used for family sick leave per the relationships included in Labor Code section 233.</p> <p>Additional MOU language re General Leave will need to be written to address all of the issues currently in the vacation article.</p>
New	Classification and Compensation Study	The Association agrees to cooperate with a classification and compensation study within one year of approval of this MOU.