

**From:** [Carlos Rubio](#)  
**To:** [CITY COUNCIL \(INCL. CMO STAFF\)](#); [supplementalcomm@surfcity-hb.org](mailto:supplementalcomm@surfcity-hb.org)  
**Subject:** Agenda Item 16, File ID # 24-590  
**Date:** Tuesday, September 3, 2024 8:56:34 AM  
**Attachments:** [image001.png](#)

---

**Please consider this an official request for information under the Freedom of Information Act and respond within 10 days.**

As the Huntington Beach Municipal Teamsters prepare to negotiate a new Memorandum of Understanding with the City of Huntington Beach, it is encouraging to see the City of Huntington Beach's willingness to allocate financial resources to attract and retain quality employees in alignment with the 2023-2027 Strategic Plan Goal of a High Performing Organization.

Our organization has several questions regarding Agenda Item 16, File ID # 24-590, Adopt Resolution No. 2024-44 Amending the Memorandum of Understanding Between the City and Huntington Beach Management Employees' Organization by Adopting a Side Letter of Agreement.

1. When was the Chief Litigation Counsel position created? How many positions are in this classification? How many vacancies currently exist? How many times has it been put to recruitment? How many applicants did each recruitment receive? How long has it been vacant? How many salary adjustments have been made since the position was created, either via MOU or other means? **Note: Salary increase of 17.2% requested.**

2. When was the Deputy City Attorney II created? How many vacancies currently exist? How many positions are in this classification? How many times has it been put to recruitment? How many applicants did each recruitment receive? How long has it been vacant? How many salary adjustments have been made since the position was created, either via MOU or other means? **Note: Salary increase of 6.7% requested.**

3. When was the Senior Deputy City Attorney position created? How many vacancies currently exist? How many positions are in this classification? How many times has it been put to recruitment? How many applicants did each recruitment receive? How long has it been vacant? How many salary adjustments have been made since the position was created, either via MOU or other means? **Note: Salary increase of 11.2% requested.**

It is our understanding that the Huntington Beach Management Employees' Organization's Memorandum of Understanding is set to expire on December 31, 2024. Can you please explain why these specific positions were identified for adjustment outside of the scope of anticipated negotiations?

Our organization thanks you for reviewing our concerns, being good stewards of the city's finances, and doing your necessary due diligence. We look forward to being afforded the same opportunity for financial resource allocation in support of our members.

Sincerely,

Carlos I. Rubio

President Teamsters Local 911

**SUPPLEMENTAL  
COMMUNICATION**

Meeting Date: 9/3/2024

Agenda Item No. 16 (24-590)

POSITION	A STEP	B STEP	C STEP	D STEP	E STEP	F STEP	G STEP
Chief Litigation Counsel (Anticipated)	83.06	87.21	91.57	96.15	100.95	106	111.3
Chief Litigation Counsel (Current)	68.75	72.19	75.79	79.58	83.56	87.74	92.13
<b>Chief Litigation Counsel (\$ Increase)</b>	<b>14.31</b>	<b>15.02</b>	<b>15.78</b>	<b>16.57</b>	<b>17.39</b>	<b>18.26</b>	<b>19.17</b>
<b>Chief Litigation Counsel (% Increase)</b>	<b>17.23%</b>	<b>17.22%</b>	<b>17.23%</b>	<b>17.23%</b>	<b>17.23%</b>	<b>17.23%</b>	<b>17.22%</b>
Deputy City Attorney II (Anticipated)	68.07	71.47	75.04	78.8	82.74	86.87	91.22
Deputy City Attorney II (Current)	63.49	66.66	70	73.5	77.17	81.03	85.08
<b>Deputy City Attorney II (\$ Increase)</b>	<b>4.58</b>	<b>4.81</b>	<b>5.04</b>	<b>5.3</b>	<b>5.57</b>	<b>5.84</b>	<b>6.14</b>
<b>Deputy City Attorney II (% Increase)</b>	<b>6.73%</b>	<b>6.73%</b>	<b>6.72%</b>	<b>6.73%</b>	<b>6.73%</b>	<b>6.72%</b>	<b>6.73%</b>
Senior Deputy City Attorney (Anticipated)	75.94	79.74	83.72	87.91	92.31	96.92	101.77
Senior Deputy City Attorney (Current)	67.39	70.76	74.3	78.02	81.92	86.01	90.31
<b>Senior Deputy City Attorney (\$ Increase)</b>	<b>8.55</b>	<b>8.98</b>	<b>9.42</b>	<b>9.89</b>	<b>10.39</b>	<b>10.91</b>	<b>11.46</b>
<b>Senior Deputy City Attorney (% Increase)</b>	<b>11.26%</b>	<b>11.26%</b>	<b>11.25%</b>	<b>11.25%</b>	<b>11.26%</b>	<b>11.26%</b>	<b>11.26%</b>