

RESOLUTION NO. 2024-44

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HUNTINGTON BEACH
AMENDING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE
HUNTINGTON BEACH MANAGEMENT EMPLOYEES' ORGANIZATION (MEO) BY
ADOPTING A SIDE LETTER OF AGREEMENT

WHEREAS, on December 12, 2021, the City Council of Huntington Beach adopted Resolution No. 2021-71, approving the Memorandum of Understanding ("MOU") between the City of Huntington Beach ("City") and the Huntington Beach Management Employee's Organization ("MEO") for the time period of January 1, 2022 through December 31, 2024; and

Subsequent to the adoption of the MOU, the City and MEO have met and conferred and agreed to the changes to the MOU that are reflected in the Side Letter of Agreement ("Side Letter") attached hereto as Exhibit A and incorporated herein by this reference; and

The City and MEO wish to formally modify the MOU as set forth in the Side Letter,

NOW, THEREFORE, IT IS HEREBY RESOLVED by the City Council of the City of Huntington Beach as follows:

1. The Side Letter of Agreement attached hereto as Exhibit A is approved and adopted.
2. The Side Letter of Agreement amends the MOU between the City of Huntington Beach and MEO.

PASSED AND ADOPTED by the City Council of the City of Huntington Beach at a regular meeting thereof held on September _____, 2024.

Mayor

REVIEWED AND APPROVED:

APPROVED AS TO FORM:

Interim City Manager



City Attorney *pe*

ATTEST:

INITIATED AND APPROVED:

City Clerk



Director of Human Resources

EXHIBIT A
SIDE LETTER OF AGREEMENT

**SIDE LETTER OF AGREEMENT
BETWEEN
THE CITY OF HUNTINGTON BEACH
AND
HUNTINGTON BEACH MANAGEMENT EMPLOYEE ORGANIZATION**

Representatives of Management Employees' Organization (MEO) and the City of Huntington Beach (City) have negotiated this Side Letter Agreement to modify the following sections of the MEO MOU dated January 1, 2022, through December 31, 2024:

ARTICLE II – REPRESENTATIONAL UNIT/CLASSIFICATIONS

It is recognized that the Association is the employee association which has the right to meet and confer in good faith with the City on the behalf of the employees whose classifications are listed in Exhibit A, attached hereto and incorporated by reference herein.

ARTICLE VII – SPECIAL PAY

C. Litigation Assignment Pay

Attorney classifications permanently assigned to the Litigation Division of the City Attorney's Office and performing the full range of litigation work shall be paid an additional ten percent (10%) of their base hourly rate in addition to their regular bi-weekly salary. Litigation Assignment Pay is not reportable to CalPERS.

Side Letter Implementation

The provisions contained in this side letter are effective the first full pay period following approval by the City of Huntington Beach City Council and will remain in full force and effect unless otherwise specifically modified, either by subsequent side-letter or a successor memorandum of understanding.

IN WITNESS WHEREOF, the parties have caused this SIDE LETTER AGREEMENT to be executed by and through their authorized officers on

_____.

City of Huntington Beach

**Management Employees
Organization**

By:

Eric G. Parra

Interim City Manager

By:

Debra Jubinsky

MEO President

By:

Marissa Sur

Director of Human
Resources

By:

Kerensa Schupmann
OCEA Representative

APPROVED AS TO FORM:

for Michael Gates
City Attorney

MANAGEMENT EMPLOYEES' ORGANIZATION SALARY SCHEDULE
EFFECTIVE _____, 2024

Job Description	Pay Range	A	B	C	D	E	F	G
Administrative Services Manager	226	52.55	55.18	57.94	60.83	63.88	67.07	70.42
Assistant City Attorney	257	71.54	75.12	78.87	82.82	86.96	91.30	95.87
Assistant City Clerk	207	43.50	45.67	47.96	50.36	52.87	55.52	58.29
Assistant to the City Manager	222	50.50	53.03	55.68	58.46	61.38	64.45	67.68
Associate Civil Engineer	210	44.82	47.06	49.41	51.88	54.48	57.20	60.06
Associate Planner	201	40.98	43.03	45.18	47.44	49.81	52.30	54.91
Building Inspection Manager	227	53.08	55.73	58.52	61.44	64.52	67.74	71.13
Building Inspection Supervisor	211	45.27	47.53	49.90	52.40	55.02	57.77	60.66
Building Official	240	60.41	63.43	66.60	69.93	73.42	77.10	80.95
Capital Projects Administrator	212	45.72	48.00	50.40	52.92	55.57	58.35	61.27
Capital Projects Supervisor	219	49.02	51.47	54.04	56.74	59.58	62.56	65.69
Chief Litigation Counsel*	272	83.06	87.21	91.57	96.15	100.95	106.00	111.30
City Engineer	253	68.75	72.19	75.79	79.58	83.56	87.74	92.13
Civilian Police Services Commander	242	61.62	64.70	67.94	71.33	74.90	78.65	82.58
Code Enforcement Manager	230	54.69	57.42	60.29	63.30	66.47	69.79	73.28
Community and Library Services Manager	226	52.55	55.18	57.94	60.83	63.88	67.07	70.42
Construction Manager	226	52.55	55.18	57.94	60.83	63.88	67.07	70.42
Council Policy Analyst	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72
Cyber Information Security Officer	220	49.51	51.98	54.58	57.31	60.17	63.18	66.34
Deputy City Attorney I	226	52.55	55.18	57.94	60.83	63.88	67.07	70.42
Deputy City Attorney II*	252	68.07	71.47	75.04	78.80	82.74	86.87	91.22
Deputy City Engineer	237	58.63	61.56	64.64	67.87	71.27	74.83	78.57
Deputy Fire Marshal	210	44.82	47.06	49.41	51.88	54.48	57.20	60.06
Detention Administrator	219	49.02	51.47	54.04	56.74	59.58	62.56	65.69
Economic Development Manager	237	58.63	61.56	64.64	67.87	71.27	74.83	78.57
Economic Development Project Manager	219	49.02	51.47	54.04	56.74	59.58	62.56	65.69
Environmental Services Manager	227	53.08	55.73	58.52	61.44	64.52	67.74	71.13
Finance Manager	236	58.05	60.95	64.00	67.20	70.56	74.09	77.79
Fire Marshal	240	60.41	63.43	66.60	69.93	73.42	77.10	80.95

MANAGEMENT EMPLOYEES' ORGANIZATION SALARY SCHEDULE
EFFECTIVE _____, 2024

Job Description	Pay Range	A	B	C	D	E	F	G
Fire Medical Coordinator	211	45.27	47.53	49.90	52.40	55.02	57.77	60.66
Fleet Operations Supervisor	207	43.50	45.67	47.96	50.36	52.87	55.52	58.29
Homeless Services Manager	230	54.69	57.42	60.29	63.30	66.47	69.79	73.28
Housing Manager	230	54.69	57.42	60.29	63.30	66.47	69.79	73.28
Human Resources Analyst	192	37.47	39.34	41.31	43.37	45.54	47.82	50.21
Human Resources Manager	238	59.22	62.18	65.29	68.55	71.98	75.58	79.36
Information Technology Manager	240	60.41	63.43	66.60	69.93	73.42	77.10	80.95
Information Technology Supervisor	217	48.05	50.45	52.97	55.62	58.40	61.33	64.39
Landscape Architect	205	42.64	44.77	47.01	49.36	51.83	54.42	57.14
Management Analyst	192	37.47	39.34	41.31	43.37	45.54	47.82	50.21
Municipal Records Manager	202	41.39	43.46	45.63	47.91	50.31	52.82	55.46
Multimedia Coordinator	201	40.98	43.03	45.18	47.44	49.81	52.30	54.91
Network Systems Administrator	225	52.03	54.63	57.36	60.23	63.24	66.41	69.73
Parking & Camping Operations Supervisor	199	40.17	42.18	44.29	46.50	48.83	51.27	53.83
Permit & Plan Check Manager	230	54.69	57.42	60.29	63.30	66.47	69.79	73.28
Permit & Plan Check Supervisor	205	42.64	44.77	47.01	49.36	51.83	54.42	57.14
Plan Check Engineer	223	51.01	53.56	56.23	59.05	62.00	65.10	68.35
Planning Manager	236	58.05	60.95	64.00	67.20	70.56	74.09	77.79
Police Services Manager	219	49.02	51.47	54.04	56.74	59.58	62.56	65.69
Principal Civil Engineer	235	57.47	60.35	63.37	66.53	69.86	73.35	77.02
Principal Combination Inspector	202	41.39	43.46	45.63	47.91	50.31	52.82	55.46
Principal Finance Analyst	219	49.02	51.47	54.04	56.74	59.58	62.56	65.69
Principal Human Resources Analyst	214	46.64	48.97	51.42	53.99	56.69	59.52	62.50
Principal Information Technology Analyst	225	52.03	54.63	57.36	60.23	63.24	66.41	69.73
Principal Librarian	201	40.98	43.03	45.18	47.44	49.81	52.30	54.91
Principal Management Analyst	214	46.64	48.97	51.42	53.99	56.69	59.52	62.50
Principal Planner	226	52.55	55.18	57.94	60.83	63.88	67.07	70.42
Public Affairs Manager	232	55.78	58.57	61.50	64.58	67.81	71.20	74.76
Public Affairs Officer	223	51.01	53.56	56.23	59.05	62.00	65.10	68.35

MANAGEMENT EMPLOYEES' ORGANIZATION SALARY SCHEDULE

EFFECTIVE _____, 2024

Job Description	Pay Range	A	B	C	D	E	F	G
Public Works Maintenance Superintendent	218	48.53	50.96	53.50	56.18	58.99	61.94	65.04
Public Works Maintenance Supervisor	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72
Public Works Operations Manager	253	68.75	72.19	75.79	79.58	83.56	87.74	92.13
Real Estate & Project Manager	216	47.57	49.95	52.45	55.07	57.83	60.72	63.75
Risk Manager	234	56.91	59.75	62.74	65.88	69.17	72.63	76.26
Senior Civil Engineer	222	50.50	53.03	55.68	58.46	61.38	64.45	67.68
Senior Community and Library Services Supervisor	199	40.17	42.18	44.29	46.50	48.83	51.27	53.83
Senior Deputy City Attorney*	263	75.94	79.74	83.72	87.91	92.31	96.92	101.77
Senior Finance Analyst	211	45.27	47.53	49.90	52.40	55.02	57.77	60.66
Senior Human Resources Analyst	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72
Senior Librarian	186	35.30	37.06	38.91	40.86	42.90	45.05	47.30
Senior Management Analyst	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72
Senior Planner	216	47.57	49.95	52.45	55.07	57.83	60.72	63.75
Senior Traffic Engineer	231	55.23	57.99	60.89	63.94	67.13	70.49	74.02
Traffic and Transportation Manager	239	59.81	62.80	65.94	69.24	72.70	76.33	80.15
Treasury Manager	236	58.05	60.95	64.00	67.20	70.56	74.09	77.79
Utilities Manager	238	59.22	62.18	65.29	68.55	71.98	75.58	79.36
Utilities Superintendent	218	48.53	50.96	53.50	56.18	58.99	61.94	65.04
Wastewater Supervisor	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72
Water Quality Supervisor	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72
Water Utility Supervisor	208	43.93	46.13	48.44	50.86	53.40	56.07	58.88

*Per Side Letter Agreement 24-0702 effective _____, 2024