

Tentative Agreement Between
the City of Huntington Beach and
the Huntington Beach Police Officers' Association (HBPOA)

Article #	Subject	Proposal
I	Term	July 1, 2026 – June 30, 2029
VI(A)	Salary Schedule	Effective June 24, 2026, employees will receive a base salary increase of eight percent (8%). Effective the pay period July 1, 2027, employees will receive a base salary increase of four percent (4%). Effective the pay period including July 1, 2028, employees will receive a base salary increase of five percent (5%).
VII (1a)	Special Pays – Police Professional Development Plan	Clarifying language regarding acceptable documentation for employees who have earned their BA/BS to submit when requesting this special compensation.
X(B1(b))	Health and Other Insurance Benefits – Maximum Employer Contribution Toward Flex Benefits	Effective January 1, 2027, the City's maximum monthly contribution will increase by \$75 (employee only), \$150 (employee +1) and \$200 (family). Effective January 1, 2028, the City's maximum monthly contribution will increase by \$75 (employee only), \$150 (employee +1) and \$200 (family).