

City of Huntington Beach
Police Management Association (PMA)
Summary Memorandum of Understanding Modifications
November 24, 2021

Article #	Subject	Proposal
Preamble	Term	July 1, 2021 – December 31, 2023
Article III Salary Schedules	New Salary Schedule	<p>Effective the pay period including July 1, 2021, shift to a new master salary schedule that includes seven-steps (A – G) with five percent (5%) between each step; and one percent (1%) between each range.</p> <p>All employees will be placed on the step in the new salary range that is closest to their current base salary step without being less.</p>
Article III Salary Schedules	Performance Based Bonus	<p>Employees will have the ability to earn up to 3% merit-based bonus after the employee hits top step at their next regularly scheduled performance evaluation date. This bonus will be provided as a lump sum and will not increase the employee's base salary.</p>
Article IV Retirement	CalPERS Cost Sharing	<p>Effective the beginning of the pay period including January 1, 2022, classic member safety members shall cost share an additional one percent (1%) compensation earnable for a total of 3% cost sharing.</p> <p>Effective the beginning of the pay period including January 1, 2023, classic member safety members shall cost share an additional one percent (1%) compensation earnable for a total of 4% cost sharing.</p>
Article V Health and Other Insurance Benefits	Employer Contribution to Health and Other Insurance Benefits	<p>A modification to Article V to increase the monthly maximum employer contribution towards flex benefits as follows:</p> <p>Effective the beginning of the pay period including January 1, 2022:</p> <p style="padding-left: 40px;">Single - \$825.86 Two party - \$1,704.15 Family - \$2,179.80</p> <p>Effective January 1, 2022, employees who opt out of vision coverage will no longer have the employee premium applied towards their medical premium.</p> <p>Effective the beginning of the pay period including January 1, 2023, City will increase the maximum contribution to health insurance by \$23.33/month, not to exceed the actual cost of the premium, as follows:</p> <p style="padding-left: 40px;">Single - \$849.19 Two party - \$1,727.48</p>

		Family - \$2,203.13
Article IX Leave Benefits	General Leave	Language updated to include irrevocable election language to address IRS provision on constructive receipt.
Article IX Leave Benefits	Sick Leave	Sunset of Police Lieutenant sick leave (probationary period) provision.
Article XI Holidays	Holiday Compensation	Elimination of current Holiday language effective through December 31, 2021. Addition of Holiday in Lieu Pay effective January 1, 2022.
Article XIII Special Pay	Advanced POST Pay	Effective on the first day of the pay period including July 1, 2021, employees who have earned an Advanced POST Certificate shall be paid six percent (6%) of base hourly rate of pay.
Article XIII Special Pay	Educational Incentive Pay	Effective on the first day of the pay period including July 1, 2021, employees who have earned a BA/BS Degree shall be paid six percent (6%) of base hourly rate of pay.

MOU clean-up language is set forth in the track-changed MOU to which the parties have agreed and will sign following City Council approval of the MOU.