

HBPOA

Huntington Beach Police Officers' Association

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www.hbpoa.org

General Membership Meeting Minutes

May 2nd, 2013 Elks Lodge

Present: President R. Chen, Vice President A. Preece, Secretary D. Dereszynski, CFO Hashin, C. Tatar, J. Paholski, S. White, R. Parker, R. Backstrom **Absent** J. Melschau

Guests: See attached sign-in roster for members who attended, 64 members signed in

MEETING: 1830 hours, meeting called to order by President Chen

- I. Opening
 - a. Pledge of Allegiance led by Sergeant-at-Arms Tatar
 - b. Moment of Silence for injured and fallen officers led by Tatar.
- II. Announcements
 - a. POBR Rights-Chen talked about what POBR is and the general protections provided to POA Members. Preece recommended using a POA representative during interviews to ensure all investigations are within compliance of the POBR. This helps multiple subjects to have a common person involved in the investigation to be aware of the circumstances, statements, etc. When in doubt whether the questioning by a supervisor is an investigation, just ask. Tatar talked about the exceptions to POBR, as not every question by a supervisor is an investigation. Depending on the circumstances, a supervisor can ask questions. Most often the supervisor is trying to resolve an issue in lieu of an investigation.
 - b. Street Cop Awards-Sunday June 9th-Elk's Lodge-Free to all members. Complete your nomination forms and turn them in. This is great recognition by the HB Elk's Lodge, honoring HBPD Employees.
 - c. LDF Rates-Chen talked about how the LDF rates are being increased. Previously was \$51.25/mo, now going up to \$56.75/mo. This is due to fewer members sharing the cost of the benefit.
 - d. 9/11 Memorial-See www.buildingtoremember.com for information and/or to donate. There has been approximately \$130,000.00 raised so far. Still need about \$100-200k. Current goal is to start building in 2014.
 - e. Annual HBPOF Constable Classic is taking place on August 12th, 2013. The beneficiary this year will be the Epilepsy Support Network.
 - f. Police and Fire Games will be taking place in San Diego June 15-23. Hashin talked about the karting event. For further information, see www.uspf.org.

III. Past & Present Status

- a. Past November Elections-Council Member Dwyer coming after pensions quoting "Cops are overpaid and under worked". Measure Z initiated on ballot, creating a potential for a fiscal crisis. Chen thanked everyone who helped with all the sign placement, political events, etc.
- b. Current Status-Dwyer not re-elected, Measure Z defeated. We feel we contributed greatly and secured four supportive council members (Katapodis, Shaw, Hardy, Boardman).
- c. Negotiations-Will start in June/July
 - i. We project in the future that we will be expected to contribute the full 9% of PERS contributions. To date the POA has made significant concessions for the city during hard times. These include 2% PERS, freeze of PT Program, Health insurance premium pick up. Current trend with other agencies, if for city to give employees raise to offset same amount in employee PERS contributions
 - ii. Potential issues-Loss of 60 Days per illness, loss of vacation overage pay, lower Comp Time bank, reduce FTO pay, take away take home vehicles for detectives
- d. Our solution/suggestions: Hire more people. This simple change would mitigate many issues and could increase officer safety and result in higher customer satisfaction to public. This summer will be challenging. We will be working with at least 10 less officers than last summer. This translates into more available overtime and the possibility of work mandates. Chen talked about the ability and difficulty finding "qualified candidates". Chen felt that hiring more background investigators might speed up the hiring process, resulting in more officers hired sooner.
 - i. Knorr and Reed asked the question as to why the numbers were so low and what/who have we been advertising with. Reed suggested to place an advertisement in PORAC Magazine. Backstrom talked about a recent county meeting he attended where he learned other departments are having the same issues. We do not want to lower our standards just to get numbers. Chen talked about Anaheim PD contracting out background services which could save time and money.
- e. Chen provided the following statistics showing a declining trend in the number of officers at HBPD. 1985=199 officers, 1993=237 officers, 2013=194 officers. We are the lowest staffed agency in Orange County per capita based on population. Chen felt the department needs to spend its money on hiring and make it a priority.

IV. Perceived Administration Solution to staffing issue:

- a. A proposal was made to create a new civilian Community Service Officer (CSO) position. People in these positions would be able to handle certain duties that an officer would normally handle. We feel that these people would take away duties and responsibilities of our current officers and would provide an

argument to not hire more officers. If we were staffed at or above 216 officers, we would possibly consider the CSO positions.

- b. Modified/Maximum Deployment calendar-Over the last seven years, the number of Modified and Maximum deployment says has increased. It is our position that if this trend continues, our members may not be able to take time off and would be working excessive amounts of time in lieu of enjoying time off.
- V.** Status of the Chief-This is unknown. The likelihood is that he will be gone in the future. If this should happen, we have requested to have a seat at the table in the hiring of a new chief. We have told that is possible and will wait to see what develops.
- VI.** Questions:
- a. Dexter asked if we would be looking to re-examine the current beat system. Chen talked about that current minimum staffing level numbers accommodate the fewer number of areas covered. The number of officers doesn't change with fewer beat areas, just helps the public to think they have an officer covering their beat at all times.
 - b. M. Johnson talked about laterals coming to HBPD because their agencies are losing benefits. He said he didn't know of any potential candidates willing to come to HBPD given the current issues.
- VII.** Closing-Chen thanked members in attendance and the meeting was adjourned at 1949 hours.

Attested: David Dereszynski