

# HBPOA

## Huntington Beach Police Officers' Association

P.O. Box 896 • Huntington Beach, CA 92648

(714) 842-8851 • Fax (714) 847-0064

www.hbpoa.org

### General Membership Meeting

**CALL TO ORDER:** Wednesday, May 4, 2016 – The General Membership Meeting was called to order at 18:15 hours, at the Huntington Beach Elks Lodge by President D. Humphreys.

**PLEDGE OF ALLEGIANCE & MOMENT OF SILENCE:** J. Paholski led the Board of Directors and members in reciting the pledge and pausing for a moment of silence for our fallen law enforcement officers and military personnel.

**BOARD OF DIRECTORS ROLL CALL:** D. Humphreys, President; Y. Nikitin, Vice-President; S. Marsh, Secretary; B. Reed, Treasurer (ABS); R. Backstrom, Director (ABS); P. Teichmann, Director; J. Paholski, Sergeant-at-Arms/ Director; R. Parker, Director; S. White, Director.

**DIRECTORS ABSENT:** B. Reed (ABS) and R. Backstrom (ABS)

**OTHER MEMBERS PRESENT:** D. Hashin, Chief Financial Officer, and the active Membership Attendance Roster.

**GUESTS:** Peter Mitchell, Political Consultant, and Attorney Rob Wexler of Rains, Lucia, and Sterns

### GENERAL MEMBERSHIP MEETING

#### NEW BUSINESS

**WELCOME:** D. Humphreys welcomed the membership and gave a brief overview of where we had come from in negotiations. He talked about the City's Civil Openness in Negotiations (COIN) ordinance and how verbiage has been added in the MOU requiring the City to start earlier in the next negotiations.

He reminded the membership of where we had started with the current City Council and the progress we have made with our political consultant. He said we could not fix 20 years of problems in 3 months. He reported that 90% of our membership is participating in the voluntary contributions to the VPAC, which will help us in the future.

**POLITICAL ACTION COMMITTEE:** D. Humphreys introduced P. Mitchell who gave an update on the state of local politics. He reported that our council was one of the toughest in the county. He said that money matters and spoke on the importance of the VPAC in accomplishing this goal. He asked members to vote "yes" on the contract for if we did not take the offer we would fall further behind. He said once the contract was settled, he would be working on management issues as well as the 2016 council election. He then fielded questions from the membership.

**NEGOTIATIONS:** D. Humphreys introduced Rob Wexler to speak on the "tentative agreement" (TA) that the Negotiation Team had reached with the City. He gave the three components of the offer: pick up of health care benefits to the 2016 PPO rates; City to contribute \$100 per month to the PORAC Retiree Medical Trust (RMT) for each member; 3% pay raise for all members of the association. He talked about the history of the deal and how in the beginning the City found no need for a pay raise since officers were not leaving for other agencies. He said the City looks at recruitment and retention as the biggest motivators to offer benefits.

R. Wexler explained the problem with being able to compare "like benefits" in a survey. He explained how a person needed to look at their whole career, 30 years of work and 30 years of retirement, to determine the value of the City's offer.

D. Hashin gave an explanation on the return of investment a member would receive because of the monies both they and the city would be contributing to the PORAC RMT.

D. Humphreys reminded members that when this process started management wanted to control comp time for dispatchers and not allow certain positions to earn "premium holiday pay." In the end, he told them that management got nothing from us. He told the membership that council was listening to us on body worn cameras and I Leads issues. He reminded them that the first economic offer from the City was 1.1% of payroll and the current offer is 4.1%.

Questions were fielded from the membership.

**VOTING:** Secretary S. Marsh distributed "double blind" ballots and proxy ballots to the members. The completed ballots were collected and checked against the names of those members in attendance as well as the proxy votes that had been filed with the Secretary prior to the meeting. The Secretary and members of the Board counted the votes. The results of the vote are as follows:

Members in attendance:	126
Vote by proxy:	48
Total votes cast:	174

Yes votes:	151 (86.7%)
No votes:	23 (13.3%)
Total:	174

**ADJOURNMENT:** This meeting was adjourned at 21:00hrs.

ATTEST:

  
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Dennis Hashin, Chief Financial Officer  
HBPOA