

City of Huntington Beach

HB Municipal Employees' Association

City Proposal #5

October 3, 2018

1. **Article 1 – Term of the MOU.** Effective October 1, 2017 and expiring on September 30, 2019.
2. **Article X – Health and Other Insurance Benefits.** Medical contributions shall increase effective **November 1, 2018** or the beginning of the pay period following City Council final approval of a successor MOU, whichever is later:

Amount up to but not to exceed the Monthly Plan Premium	Tier	Maximum City Contribution Effective November 1, 2018
\$100	Employee Only	\$679.00
\$100	Employee + 1	\$1,257.00
\$100	Employee Family	\$1,507.00
	Medical Opt Out*	\$679.00

Additionally, the City agrees to increase the Maximum City Contribution to medical (only) by \$50.00, (not to exceed the monthly plan premium) effective **October 1, 2019**.

Employee Only	\$729.00
Employee + 1	\$1,307.00
Employee Family	\$1,557.00
Medical Opt Out*	Not to exceed the lowest cost single tier plan monthly premium up to a maximum of \$729 – if the lowest cost single tier plan monthly premium is less than \$729 then the opt-out will equal the lowest cost single tier plan monthly premium

*Requires pre-approval of TMSTF/NWA

3. **Article XI – Retirement.** Increase the City's monthly deferred compensation contribution to a total of \$20.00 per month.
4. **Article XII – Leave Benefits.** Effective upon City Council final approval of a successor MOU, employees covered by this agreement shall be granted thirty (30) hours of Personal Days time. Employees must use the thirty (30) hours for time off related to the 2018 Holiday Closure (12/24/18 and 12/31/18) and by not later than June 30, 2019. Any unused Personal Days time will be forfeited as of June 30, 2019. Personal Days have no cash value.
5. Implementation of City of Huntington Beach Side Letter – Teamsters Miscellaneous Security Trust Fund.

The City will also be proposing some clean up language of the MOU which the City views as non-substantive. The City will provide the proposed language to the Association with the final draft of the successor MOU; this will include incorporating into the MOU any legislative/regulatory matters/changes requiring City compliance.