

Huntington Beach POA

Proposal #6 – 8-3-2018 (corrected)

1. **Term:** 2 years (October 1, 2017 through September 30, 2019).
2. **Health Insurance:** Effective November 1, 2018, modify Article X of the MOU to provide that the City's contribution towards employees' health insurance at each plan level (i.e., E/ee, E/ee+1, E/ee+2 or more) shall be increased to an amount equal to the premiums of the PORAC medical plan, at each plan level. Effective January 1, 2019, the City's contribution shall be increased at each plan level to an amount equal to the premiums of the PORAC medical plan, at each plan level.
3. **Signing Bonus:** Effective in the pay period following ratification, each unit member shall be paid a lump-sum, one-time, non-PERSable signing bonus of \$1500.
4. **Retiree Medical Trust:** Modify Article X of the MOU to provide that the city shall continue its \$100 contribution to the RMT, subject to sunset on the adoption of a successor MOU or following expiration of the MOU once impasse is declared by either party in successor negotiations, whichever is earlier.
5. **Vacation Conversion:** Modify Article XII, Section A(6) , to provide that employees shall make an irrevocable election in December each year designating whether to cash out vacation that is accrued in the following calendar year and, if so, the number to hours to be cashed out, not to exceed 80 hours. The cash out may occur at any time during the calendar year, provided the employee has accrued at least the number of hours do designated.
6. **Dispatch Issues:**
 - a) Modify the MOU to provide that the work schedule of employees in the Communications Operator-PD and Communications Supervisor-PD classifications shall be a 3/12.5 schedule with one additional 10 hour shift each 28-days.
 - b) The Administrative Dispatcher position shall be rotated among interested and eligible employees, on a 2-year term (retroactive to the date of Courtney's appointment). In the event there are no volunteers for the position, the incumbent may be renewed in one-year intervals.
 - c) The Administrative Dispatcher position shall not be above other Communications Operator positions in the in the chain of command and shall not be reflected in the communications manual.

Unless otherwise provided herein, all existing wages, hours and other terms and conditions of employment shall remain in full force and effect.