

Huntington Beach POA

Proposal #7 – 8-31-2018

1. **Term:** 2 years (October 1, 2017 through September 30, 2019).
2. **Health Insurance:**
 - a) Effective November 1, 2018: \$734 (single); \$1499 (2 party); \$1889 (Family)
 - b) Effective January 1, 2019: \$774 (single); \$1623 (2 party); \$2076 (Family)
3. **Bonus:** Effective in the pay period following ratification, each unit member shall be paid a lump-sum, one-time, non-PERSable payment of \$1500 provided the employee completed initial-hire probation and received a “meet standards” or better evaluation on one of their two most recent performance evaluations.
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+5 schedule in which employees are schedule to work three consecutive 12.5 hours work shifts each week, with one additional 5 hour shift each 14-days that is adjacent to the employee’s first or last regularly scheduled shift of the week. Employee’s may arrange shift trades such that the employee’s work one 10 hours day each 28 days. At the discretion of the Police Chief, the 3/12.5+5 work schedule may be terminated effective September 30, 2019, provided notice of such termination is provided to the President of HBPOA in writing before July 1, 2019. If terminated, the affected employees shall revert to the previous 4/10 work schedule.
 - b) The Administrative Dispatcher position: Agree to City’s terms.

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