

City of Huntington Beach's Proposal to the
Huntington Beach Police Officers' Association
Proposal # 4
June 26, 2018

Article #	Subject	Proposal
I	Term	October 1, 2017 – September 30, 2019
VII(N)	Reporting to CalPERS	<u>Reporting to CalPERS</u> – In the event that CalPERS challenges the City's report of any special compensation as compensation earnable and informs the City that it cannot not report the pay since it does not qualify as special compensation per Title 2 CCR section 571, the City is not obligated to continue to report the pay. This is provided for per Title 2 Section 571(c) & (d).
X	Options re Health and Other Insurance Benefits	<p>The City offers the Association Either</p> <ol style="list-style-type: none"> 1. A continuation of the retiree medical benefit set forth in Article X.A.1 with no changes to the language with an increase of \$50 (to a total of \$150 per month) effective the pay period that includes January 1, 2019, or 2. A modification to Article X.B.1.b to increase the monthly maximum employer contribution towards flex benefits as follows: effective the beginning of the pay period following City Council final approval of the MOU: <p style="margin-left: 40px;">Single - from \$699 to \$734; Two party - from \$1,399 to \$1,499 Family - from \$1,789 to \$1,889.</p> <p style="margin-left: 40px;">In addition, effective the beginning of the pay period that includes January 1, 2019:</p> <p style="margin-left: 40px;">Single - from \$734 to \$774; Two party - from \$1,499 to \$1,549 Family - from \$1,889 to \$1,939.</p>
X(B)(4)	Medical/Vision Opt-Out	The rate at which MOU overtime (overtime which is in addition to that which is required by the FLSA per the City's 7(k) FLSA work period) is paid does not include any contributions to the City's benefit plans, including, but not limited to, the Medical/Vision Opt-Out as set forth in Article X, Section (B)(4).
XII(A)(6)	Vacation Conversion to Cash	On or before the pay period which includes December 15 of each calendar year, an employee may make an irrevocable election to cash out up to eighty (80) hours of accrued vacation (in eight hour increments) which will be earned in the following calendar year at the employee's base rate of pay. By Thanksgiving in the following year, the employee will receive cash for the amount of

		<p>vacation the employee irrevocably elected to cash out in the prior year. However, if the employee's vacation leave balance is less than the amount the employee elected to cash out (in the prior calendar year) the employee will receive cash for the amount of leave the employee has accrued at the time of the cash out.</p>
XII(G)	Cash Out of Compensatory Time	<p>On or before the pay period which includes December 15 of each calendar year, an employee may make an irrevocable election to cash out up to eighty (80) hours (in ten (10) hour increments) of accrued compensatory time off which will be earned in the following calendar year. By Thanksgiving in the following year, the employee will receive cash for the amount of compensatory time off the employee irrevocably elected to cash out in the prior year. However, if the employee's compensatory time off leave balance is less than the amount the employee elected to cash out (in the prior calendar year) the employee will receive cash for the amount of leave the employee has accrued at the time of the cash out.</p>