



Huntington Beach Municipal Employees Association
 Contract Negotiation Proposal
 September 18, 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 the pay period ending on October 1, 2018 as follows:

Amount	Tier
\$100	Employee Only
\$100	Employee + 1
\$100	Employee Family

Medical contributions shall increase effective the pay period ending on October 1, 2019 as follows:

Amount	Tier
\$50	Employee Only
\$50	Employee + 1
\$50	Employee Family

Medical contributions shall increase effective October 1, 2018 or the beginning of the pay period following City Council final approval of a successor MOU, whichever is later:

Amount Not to Exceed - Up to the Monthly Plan Premium	Tier	Maximum City Contribution Effective October 1, 2018
\$100	Employee Only	\$679.00
\$100	Employee + 1	\$1,257.00
\$100	Employee Family	\$1,507.00

3. **Article XI – Retirement.** Increase City’s monthly deferred compensation to a total of \$20.00 per month.
4. **Article XII – Leave Benefits.** Effective July 1, 2018, employees shall be granted thirty (30) hours of Personal time. Employees must exhaust the thirty (30) hours before June 30, 2019.
5. Implementation of City of Huntington Beach Side Letter – Teamsters Miscellaneous Security Trust Fund.
6. Parity Clause – Should any bargaining unit receive any form of PERSable compensation, then MEA shall be entitled to the identical PERSable compensation.