

March 8, 2018

Huntington Beach Management Employees Organization

Proposal #4

Provide the following terms of agreement between the City of Huntington Beach (City) and the Huntington Beach Management Employees Organization (MEO):

1. Term: (Article I)

- Provide a one-year term of agreement effective November 1, 2017 thru October 31, 2018.

2. General wage increases: (Article VI)

- Provide for the following general wage increase:
  - ~~3.00%~~ 2.5% effective November 1, 2017 or a 3.5% lump sum payment effective the first pay period following council ratification.(Modified 3/8/18)

3. Health Insurance: (Article X)

- Increase the City's monthly contribution to employee health premiums by ~~\$1,000~~ a maximum of \$500 \$400 \$350 (not to exceed the actual cost of the plan) per plan per tier effective November 1, 2017.  
(Modified 12/5/17, 1/4/18 and 3/8/18)

4. Health Insurance: (Article X)

- Provide that effective November 1, 2017, the City shall provide 100% coverage for employees and their dependents for Dental and Vision Insurance.

5. Vehicle Policy (Article XIV)

- Add Water Quality Supervisor to the list of classifications eligible to receive Auto Allowance.

6. Salary Schedule (Article VI, Exhibit A)

- ~~Add an F step (to be 5.5% above the current E step) to the salary schedule and provide that all employees will be eligible to obtain this merit step at their next anniversary date.~~  
(Withdrawn 12/5/17)

7. Tuition Reimbursement: (Article VII)

- ~~Increase the City's annual tuition reimbursement amount by \$250 per year and Provide that tuition reimbursement may be utilized for costs associated with attending professionally relevant conferences.~~  
(Modified 12/5/17)

8. City Rules (Article XIII)

- Provide a No-Layoff clause for the term of the agreement.

9. Hours of Work/Administrative Leave (Article IX)

- Increase the annual allotment of Administrative leave by 20 hours for each bargaining unit employee.

~~10. Deferred Compensation (Article XIV)~~

- ~~Provide that the City will make a 100% match to an employee's deferred compensation account up to a maximum of \$3,800 \$2,400 \$2,080 per year.~~  
(Modified 12/5/17, 1/4/18 and withdrawn 3/8/18)

11. ~~Provide that the City will hire a mutually acceptable consultant to conduct a classification and compensation study for all MEO represented classifications to be completed no later than November 1, 2018.—(Withdrawn 12/5/17)~~