

May 2, 2018

Huntington Beach Management Employees Organization

Proposal #6

The following is a package proposal, if the City does not accept the terms of the proposal below, MEO reserves the right to revert to proposal #5 dated March 28, 2018:

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 3.0% lump sum payment effective the first pay period following council ratification.~~
- Provide \$382.86 per employee per month towards any non-Persable item. MEO would then agree to withdraw item 2 above and items 3 and 4 below.
(Modified 3/8/18, 3/28/18, modified 5/2/18)

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(Modified 12/5/17, 1/4/18, 3/8/18 and contingently withdrawn on 5/2/18)

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.~~
- (Contingently withdrawn on 5/2/18)

5. Vehicle Policy (Article XIV)

- Add Water Quality Supervisor to the list of classifications eligible to receive Auto Allowance.
(T/A City's language dated March 28, 2018 proposal #4)

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(Withdrawn 12/5/17)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(Modified 12/5/17, Withdrawn 3/28/18)

8. City Rules (Article XIII)

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

(Withdrawn 3/28/18)

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

- Increase the annual allotment of Administrative leave by ~~20~~ 10 hours for each bargaining unit employee.

(Modified 3/28/18)

~~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)~~