



Huntington Beach POA

Proposal #2 – 10-04-2019 [REVISED 10-18-2019]

1. **Term:** 3 years (January 1, 2020 through December 31, 2022).
2. **Health Insurance:** Modify Article X of the MOU to provide that the City's contribution towards employees' health insurance at each plan level (i.e., E/ee, E/ee+1, E/ee+2 or more) shall be increased January 1 each year of the agreement to equal the CalPERS PORAC Region 3 Rate, if such rate exceeds the City's then-current contribution. [NOTE: In 2020 there will not be an rate increase].
3. **Base Salary:** Modify Article VI of the MOU to provide that January 1 each year of the agreement, the City shall provide an across the board base pay increase of five percent (5%). **Further provide that effective January 1 each year of the agreement each unit employee shall pay one percent (1%) cost share of the employer's required contribution to CalPERS (for a maximum of 12% employee contribution in year 3 of the agreement).**
4. **RMT:** Modify Article X of the MOU to provide that the City's contribution shall sunset effective upon a declaration of impasse in successor negotiations or December 31, 2022, whichever is later.

Note: Contributions in other Cities:

Newport Beach - \$278 RMT + \$147 DC = \$425

Orange County - \$450

Santa Ana - \$180

Irvine – currently 3.25% going to 5.25% on 7/20 (about \$525)

Garden Grove - \$220

Anaheim - Proposed TA to go to 3% (about \$270)

5. **Association Business: Modify Article XII, Section H, to add to the existing provisions that the Association president shall be provided 20 hours per week of release time to perform association-related business.**

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