

Huntington Beach POA

Proposal #4B – 6-4-2018

1. **Term:** 2 years (October 1, 2017 through September 30, 2019).
2. **Health Insurance:** Effective October 1, 2017, 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 to an amount equal to the premiums of the PORAC medical plan, at each plan level, respectively, to include current, 2018 and 2019 plan years; provided, however, the City's contribution increase for plan year 2019 shall be capped at 10%. In lieu of individual retroactive compensation payments, the parties agree that the City shall pay to each employee in a represented position as of July 1, 2018, an amount that is an equal share of the total bargaining unit retroactive payment for the period of October 1, 2017 through June 30, 2018.
3. **Retiree Medical Trust:** Modify Article X of the MOU to provide that the city shall continue its \$100 contribution to the RMT, subject to sunset on the adoption of a successor MOU or following expiration of the MOU once impasse is declared by either party in successor negotiations, whichever is earlier.
4. **Vacation Conversion:** Modify Article XII, Section A(6) , to provide that employees shall make an irrevocable election in December each year designating whether to cash out vacation that is accrued in the following calendar year and, if so, the number to hours to be cashed out, not to exceed 80 hours. The cash out may occur at any time during the calendar year, provided the employee has accrued at least the number of hours do designated.
5. **Income Protection Plan:** Replace Article X, Section 7, of the MOU in its entirety with the following:

HBPOA shall contract with an authorized provider for, and administer implementation of, a Long Term Disability (LTD) Program for each employee occupying a position in classification represented by the HBPOA. The City shall pay to HBPOA a monthly amount equal to thirty-eight dollars (\$38) per month multiplied by the number of occupied positions in the bargaining unit, from which the premiums and administrative costs shall be paid. No part of this contribution can be used for political action.

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