



HUNTINGTON BEACH POA

Proposal #5 - March 8, 2016

[Sent via email to pbrown@lcwlegal.com on 3/6/2016]

1. Term: 2 years (10/1/2015 – 9/30/2017)

2. Year 1:

- A. Non-PERSable Benefits Increase: Effective the pay period that includes April 1, 2016, the City shall permit non-PERSable benefits to be increased by a total equal to 2% of the “fully loaded” salary for the entire POA bargaining unit. The POA shall allocate this 2% sum to any combination of benefits or compensation, which to include the following:
- a. The City’s contribution to medical insurance premiums at each benefit level shall be equal to the CalPERS PORAC PPO plan rate for 2016 (E/ee=\$699, E/ee+1=\$1399, E/ee+2 or more=\$1789)
 - b. The City will begin making monthly contributions to the pooled account of the PORAC Retiree Medical Trust (RMT) for each member in the amount of one hundred fifty dollars (\$150.00).
 - c. The City will issue a one-time non-base-building, non-pensionable, taxable payment to each member in the amount of one thousand seven hundred fifty dollars (\$1,750.00). If an agreement has not been reached prior to April 1, 2016, then this payment will be increased by three hundred dollars (\$300.00) for each month past that date, until the MOU has been approved by City Council.

[Note: The City has determined that 1% of the “fully loaded” salary for the POA bargaining unit is \$489,316.00.]

- B. Salary: Effective the first day of the payroll period following City Council approval of this MOU, each unit employee shall there shall be an across the board base salary increase of one percent (1%).
- C. Retirement: Effective the first day of the payroll period following City Council approval of this MOU, all “classic” safety members of the unit shall pay a cost sharing of one percent (1%) of compensation earnable, for a total of ten percent (10%).

3. Year 2:

- A. Medical Insurance: Effective January 1, 2017, the City's contribution to medical insurance premiums at each benefit level shall be adjusted to equal that of the CalPERS PORAC PPO plan, not to exceed ten percent (10%) of the City's contribution in 2016. Any increase in premiums above the City's ten percent (10%) contribution cap shall be the responsibility of the employee.
- B. Salary: Effective the beginning of the pay period that includes October 1, 2016, there shall be an across the board base salary increase of two percent (2%). Effective the beginning of the pay period that includes April 1, 2017, there shall be an additional across the board base salary increase of two percent (2%).
- C. Retirement: Effective the beginning of the pay period that includes April 1, 2017, all "classic" safety members of the unit shall pay a cost sharing of an additional two percent (2%) of compensation earnable, for a total employee payment towards retirement of ten percent (12%).

[Note: Effective January 1, 2018, the employee payment of cost sharing shall terminate and each "classic" safety members of the unit shall pay 12% towards the employee payment of retirement costs.]

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