



Huntington Beach Municipal Employees Association  
Contract Negotiation Proposal  
February 9, 2016

1. **Article 1 – Term of the MOU.** Effective October 1, 2015 and expiring on September 30, 2017.
2. **Article VI – Salary Schedule.** Employees shall receive a wage increase of 2% effective October 1, 2016.
3. **Article X – Health and Other Insurance Benefits.** Medical contributions shall increase effective the pay period ending on October 1, 2015\*\* and on October 1, 2016 as follows:

Amount	Tier
\$100	Employee Only
\$100	Employee + 1
\$100	Employee Family

4. **Article XII – Leave Benefits.** Increase Personal Days to forty (40) hours. Said hours shall apply during the term of the agreement and expire on September 30, 2017. Employees must at minimum use twenty (20) hours before September 30, 2016.

\*\* No retroactivity shall apply in this provision. The increase for medical in year one (1) shall be applied on the first pay period following Council approval of the MOU.