

**City of Huntington Beach  
Management Employees' Organization (MEO)  
City Proposal #6  
February 24, 2016**

The City will also be proposing some clean up language of the MOU which will be provided to the Association. This will include incorporating in the MOU any legislative/regulatory changes requiring City compliance.

**Term**

November 1, 2015 – October 31, 2017

**Tuition Reimbursement**

Education costs shall be reimbursed to permanent employees for tuition, books, parking (if a required fee) and any other required fees upon presentation of receipts. However, the maximum reimbursement shall be not more than **one thousand seven hundred fifty dollars (\$1,750)** in any fiscal year period per employee. – TENTATIVE AGREEMENT – 02/24/16 – Annualized Cost Estimate \$17,500 (assumes 10 new employees participating)

**Medical**

Effective the beginning of the pay period following City council approval of this agreement, the City agrees to increase the City's contribution to medical for this unit by **\$175 per plan, per tier**. – *Annualized Cost Estimate \$237,300*

City agrees to provide MEO with information regarding proposed changes to medical premiums within 14 calendar days of receipt of final cost data from the City's insurance broker. It is the City's intent to provide information (if available) on or before August 15<sup>th</sup>.

**Other**

- By September 30, 2016, City agrees to obtain an actuarial report regarding the financial impact to the City of contracting with CalPERS for health benefits pursuant to PEMHCA. – *Cost Estimate \$10,000*
- By September 30, 2016, City agrees to select a qualified consultant to conduct a classification review of all classifications covered by this agreement. **The consultant review will not include a compensation/market salary component.**
  - City will update the listing of classifications covered by this agreement prior to the commencement of the review by the selected consultant.  
*Cost Estimate \$100,000*

**Wages**

Unit employees will receive a **2%** wage increase effective the beginning of the pay period that includes October 1, 2016. – *Annualized Cost Estimate \$363,544*

**General Leave**

Employees shall not accrue general leave in excess of six hundred forty (640) hours.

An employee who earns general leave hours in excess of six hundred forty (640) hours shall be paid the cash value of those additional hours in their paycheck.

This provision shall not apply to employees hired on or after October 1, 2016. – TENTATIVE AGREEMENT – 02/24/16 – Annualized Cost Estimate \$0

Estimated Cost Totals for Year 1 (\$364,800 – non base) and Year 2 (\$363,544 – base building) = \$728,344