

February 10, 2016

Huntington Beach Management Employees Organization

Proposal #4

Provide the following terms of agreement between the City of Huntington Beach (City) and the Huntington Beach Management Employees Organization (MEO):

1. Term: (Article I)

- Provide a two-year term of agreement effective November 3, 2015 thru November 5, 2017.

2. General wage increases: (Article VI) (Modified 2/10/16)

- Provide for the following general wage increases:
  - 3.25% effective November 2, 2015 or 5% non-base-building with a Me Too Clause that if any other unit receives a base-building increase, MEO will automatically receive the same percentage increase.
  - 3.25% effective October 31, 2016

3. Health Insurance: (Article X) (Modified 2/10/16)

- ~~Increase the City's contribution to employee health premiums by \$250 per plan per tier effective November 2, 2015.~~
- Increase the City's contribution to employee health premiums by \$250 per plan per tier effective October 31, 2016.

4. CalPERS Actuarial Study: (Article X) (Modified 12/15/15)

- Provide that the City will conduct an actuarial study of all aspects of potentially moving MEO members to Health Insurance coverage in the CalPERS system. The study will be completed no later than June 15, 2016. The parties will then meet within 30 days to discuss the results of the study and the feasibility of moving to the CalPERS system.

5. Medical Rates: (Article X) (Modified 11/10/15)

- Provide that information regarding changes to medical premiums shall be provided to MEO no later than August 1<sup>st</sup> of each year. If the City fails to meet this deadline, then the City shall bear all increased costs to said premiums.

6. Classification Studies:

- Conduct a classification study of all MEO represented classifications that were not completed in the 2007 classification study. The study shall be completed no later than July 1, 2016. The parties will then meet within 30 days to review the classification statements to discuss any proposed changes prior to implementation.
- Following this first set of classifications, create a classification study review calendar in which one-quarter of all classifications will be reviewed on an annual basis. The parties will meet during the month of July of each subsequent year to discuss any proposed changes prior to implementation. The intent of this proposal is that all classifications will be reviewed by the end of each four year period.

7. Tuition Reimbursement: (Article VII)

- Increase the City's annual tuition reimbursement amount by \$500 per year.