

**MSMA Negotiations
June 29, 2016
City of Huntington Beach - PROPOSAL**

Article	Item
Article I Term of MOU	April 1, 2016 through March 31, 2018
Article IX Health and Other Insurance Benefits	<p><u>A (1) b. Maximum Employer Contributions Towards Flex Benefits</u></p> <ul style="list-style-type: none"> i. Employee only ("EE") – The cost of the premium up to a maximum of \$699 ii. Employee + one dependent ("EE + 1") – The cost of the premium up to a maximum of \$1399 iii. Employee + two or more dependents ("EE + 2") – The cost of the premium up to a maximum of \$1719 <p><u>A (4) B. Medical Cash Out</u> If an employee is covered by a medical program outside of a City-provided program (evidence must be supplied to the Human Resources Department, they may elect to discontinue City medical coverage and receive \$322.61 bi-weekly to deposit into their Deferred Compensation account or any other pre-tax program offered by the City so long as the contribution is in accordance with applicable Internal Revenue Code or regulations.</p>
Article V Salary	<p><u>A. Wage Increases</u></p> <p>Option A – 2% wage increase effective the beginning of the pay period that includes January 1, 2017.</p>

City Response to MSMA June 15, 2016 Proposal

Salary

City rejects effective date of October 1, 2016, but agrees to 2% wage adjustment.

Health Benefits

City agrees with Association proposal for PORAC medical plans (T/A)

On Call

City rejects Association proposal for status quo.

Disparity Adjustment for MSLT

City rejects Association proposal for status quo.

Term of Agreement

City rejects Association proposal for term of agreement of less than 24 months/2 years.