



Huntington Beach POA

Proposal #3 – 10-5-2017

1. **Term:** 2 years (October 1, 2017 through September 30, 2019).
2. **Health Insurance:** Modify Article X of the MOU to provide that the City's contribution towards employees' health insurance at each plan level (i.e., E/ee, E/ee+1, E/ee+2 or more) shall be increased to an amount equal to the premiums of the PORAC medical plan, at each plan level, respectively, to include current, 2018 and 2019 plan years, **not to exceed \$100 in any plan year.**
3. **Retiree Medical Trust:** Modify Article X of the MOU to provide that the city shall continue its \$100 contribution to the RMT, subject to sunset on the adoption of a successor MOU or following expiration of the MOU once impasse is declared by either party in successor negotiations (whichever is earlier).
4. **Compensatory Time Off:** Modify Article IX(B)(1) of the MOU to provide that "reasonable notice" shall increase from 72 hours to ~~96~~ **120 hours**, subject to sunset (i.e., reversion to 72 hours) on the adoption of a successor MOU or following expiration of the MOU once impasse is declared by either party in successor negotiations (whichever is earlier).
5. **Retention Incentive:** ~~Modify the MOU to provide that each employee shall receive \$50 per month as a non-PERSable retention incentive pay.~~
6. **Medical/Vision Opt-out:** Maintain MOU language that provides all contract overtime is paid at the employee's regular rate of pay; City to pay retro to affected employees for immediate past 36 months but with no liquidated damages or attorney fees.
7. **Vacation Conversion & CTO Conversion:** To be addressed after receiving additional information from from tax attorney.

Unless otherwise provided herein, all existing wages, hours and other terms and conditions of employment shall remain in full force and effect.