

January 30, 2018

Huntington Beach Management Employees Organization

Proposal #3

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 one-year term of agreement effective November 1, 2017 thru October 31, 2018.

2. General wage increases: (Article VI)

- Provide for the following general wage increase:
 - 3.00% effective November 1, 2017

3. Health Insurance: (Article X)

- Increase the City's monthly contribution to employee health premiums by ~~\$1,000~~ a maximum of \$500 \$400 (not to exceed the actual cost of the plan) per plan per tier effective November 1, 2017.
(Modified 12/5/17 and 1/4/18)

4. Health Insurance: (Article X)

- Provide that effective November 1, 2017, the City shall provide 100% coverage for employees and their dependents for Dental and Vision Insurance.

5. Vehicle Policy (Article XIV)

- Add Water Quality Supervisor to the list of classifications eligible to receive Auto Allowance.

6. Salary Schedule (Article VI, Exhibit A)

- ~~Add an F step (to be 5.5% above the current E step) to the salary schedule and provide that all employees will be eligible to obtain this merit step at their next anniversary date.~~
(Withdrawn 12/5/17)

7. Tuition Reimbursement: (Article VII)

- ~~Increase the City's annual tuition reimbursement amount by \$250 per year and Provide that tuition reimbursement may be utilized for costs associated with attending professionally relevant conferences.~~
(Modified 12/5/17)

8. City Rules (Article XIII)

- Provide a No-Layoff clause for the term of the agreement.

9. Hours of Work/Administrative Leave (Article IX)

- Increase the annual allotment of Administrative leave by 20 hours for each bargaining unit employee.

10. Deferred Compensation (Article XIV)

- Provide that the City will make a 100% match to an employee's deferred compensation account up to a maximum of ~~\$3,800~~ ~~\$2,400~~ \$2,080 per year.
(Modified 12/5/17 and 1/4/18)

~~11. Provide that the City will hire a mutually acceptable consultant to conduct a classification and compensation study for all MEO represented classifications to be completed no later than November 1, 2018. (Withdrawn 12/5/17)~~