



Huntington Beach POA

Proposal #3 – 11-26-2019

1. **Term:** 3 years (January 1, 2020 through December 31, 2022). – T/A

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 January 1 each year of the agreement to equal the CalPERS PORAC Region 3 Rate. *The City’s increase shall be capped 7% each year. For any year in which the increase is less than 7%, the difference shall be “banked” for use in subsequent years of this agreement. [For example, if the rate increase was 6.25%, then 0.75% gets “banked” to be applied in a future year of the agreement where the increase exceeds 7%.] Should the increase exceed 7% (plus any percentage that may have been “banked”), the difference shall be paid by the employees by payroll deduction.*

3. **Base Salary/Retirement:** *Modify the MOU to provide the following across the board base pay increases and concomitant employee pickups of pension contributions:*
 - *January 1, 2020.....4% and the employees shall pay an additional 1% cost share of the employer’s required contribution to CalPERS (for total of 10%).*
 - *January 1, 2021.....4.5% and the employees shall pay an additional 1% cost share of the employer’s required contribution to CalPERS (for total of 11%).*
 - *January 1, 2020.....4.5% and the employees shall pay an additional 1% cost share of the employer’s required contribution to CalPERS (for total of 12%).*

4. **RMT:** Modify Article X of the MOU to provide that the City’s contribution shall sunset effective upon a declaration of impasse in successor negotiations or December 31, 2022, whichever is later.

Note: Retiree medical contributions in other comparable cities:
 Newport Beach - \$278 RMT + \$147 Deferred Comp = \$425
 Orange County - \$450
 Santa Ana - \$180
 Irvine – currently 3.25% going to 5.25% on 7/20 (about \$525)
 Garden Grove - \$220
 Anaheim - TA to go to 3% paid by City (about \$270)

5. **Association Business:** Modify Article XII, Section H, to add to the existing provisions that the Association president shall be provided **10 hours per week** of release time to perform association-related business.

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