

## Huntington Beach POA

### Proposal #4 – 12-31-2019

1. **Term:** **City:** 3.5 Years (January 1, 2020 through June 30, 2023)  
**Assoc:** 3 years (January 1, 2020 through December 31, 2022)  
**Concept:** 3.25 years (January 1, 2020 through March 31, 2023)  
**City Response:**
  
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.  
**City Proposal:** Cap of 5% annually  
**Assoc: Accept**
  
3. **Base Salary/Retirement:**  
**City Proposal:** January 1, 2020 – 4% with 2% cost sharing  
January 1, 2021 – 3.5% with 1% additional cost sharing  
January 1, 2022 – 3.5% with 1% additional cost sharing  
  
**Assoc:** Accept City proposed salary increases provided that cost sharing shall be capped at 13% for sworn classifications; 9% for non-sworn classifications. These figures represent higher than average cost sharing in both sworn and non-sworn labor markets.  
**City Response:**
  
4. **RMT:**  
**City Proposed:** Maintain current contribution but sunset last day of new agreement.  
**Assoc: Accept**
  
5. **Association Business:**  
**City:** Rejected  
**Assoc Counter:** 20 hours/month (previously at 40 hours/month)  
**City Response:**
  
6. **Sick Leave/General Leave:**  
**City Proposal:** Eliminate existing 60-day per injury/illness sick leave benefit. Implement general leave with cap of 256 hours at 15 years' service.  
**Assoc:** Accept City proposal to eliminate existing 60-day sick leave benefit. Propose to (1) seed existing employees with 320 hours of sick leave only bank that has no cash value upon separation; (2) General leave as follows: 0-4 years - 206 hours; 5-9 years - 236 hours; 10-14 years - 266 hours, 15+ years – 296 hours; (3) Holidays increase to 12 hours/holiday.  
**City Response:**
  
7. **Class/Comp study:**  
**City:** Wants to do a study  
**Assoc: Accept**