

**City of Huntington Beach
Management Employees' Organization (MEO)
TENTATIVE AGREEMENT
March 22, 2016**

The City will also be proposing some clean up language of the MOU which will be provided to the Association. This will include incorporating in the MOU any legislative/regulatory changes requiring City compliance.

ARTICLE 1 – TERM OF MOU

Term

November 1, 2015 – October 31, 2017

ARTICLE VI – SALARY SCHEDULE

Wages

Unit employees will receive a 2% wage increase effective the beginning of the pay period that includes October 1, 2016.

ARTICLE VII – SPECIAL PAY

Tuition Reimbursement

Education costs shall be reimbursed to permanent employees for tuition, books, parking (if a required fee) and any other required fees upon presentation of receipts. However, the maximum reimbursement shall be not more than **one thousand seven hundred fifty dollars (\$1,750)** in any fiscal year period per employee. – TENTATIVE AGREEMENT – 02/24/16

ARTICLE IX - HOURS OF WORK/ADMINISTRATIVE LEAVE

B. Administrative Leave

Effective the beginning of the pay period following final City Council approval of this agreement, all unit employees shall be entitled to an additional ten (10) hours of administrative leave per calendar year, for a total of sixty (60) hours of Administrative Leave, annually. Administrative leave shall not carry over to the next year and holds no cash value.

General Leave

Employees shall not accrue general leave in excess of six hundred forty (640) hours.

An employee who earns general leave hours in excess of six hundred forty (640) hours shall be paid the cash value of those additional hours in their paycheck.

This provision shall not apply to employees hired on or after October 1, 2016. This provision shall reflect a permanent benefit change and shall not sunset at the expiration of this agreement.

ARTICLE X - HEALTH AND OTHER INSURANCE BENEFITS

Medical

Effective the beginning of the pay period following final City Council approval of this agreement, the City agrees to increase the City's contribution to medical for this unit by \$200 per month, per plan, per tier.

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City agrees to provide MEO with information regarding proposed changes to medical premiums within 14 calendar days of receipt of final cost data from the City's insurance broker. It is the City's intent to provide information (if available) on or before August 15th.

Other

- City will update the listing of classifications covered by this agreement.

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MEO



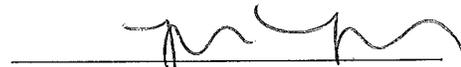
Scott Smith, President



Jane Cameron, Vice President



Debra Jubinsky, Negotiations Team



Jaymie Liu, Negotiations Team



Aaron Peardon, OCEA



Heather Sutherland, OCEA

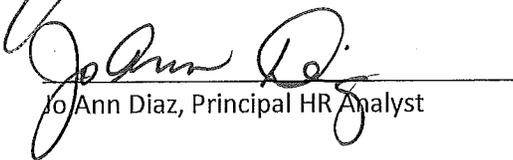
CITY



Michele Warren, HR Director



Ken Domer, Assistant City Manager



Jo Ann Diaz, Principal HR Analyst