



City of Huntington Beach

MEO Proposal

Proposed Term: 3 years

				Year 1 2022	Year 2 2023	Year 3 2024		
MOU Item #	Union	Description	Rate / \$	Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact	Total Cost of Proposal	Notes:
1	MEO	Term: 3 years (January 1, 2022 through December 31, 2024)						
2a	MEO	Salary Adjustment - Move to new range 2% increase, 7 steps, 5% between steps	Various	847,608	216,109	20,422	1,084,139	
2b	MEO	Annual Top Step Bonus up to 3%	Up to 3%	-	189,356	29,557	218,913	Assume 2% due to department discretion in bonuses given
3	MEO	Health Insurance		78,375	31,635	-	110,010	
4	MEO	2 Additional Paid Holidays	18 hrs	123,585	4,404	2,572	130,561	
Total Cost of Proposal			MEO	1,049,568	441,504	52,551	1,543,623	