



City of Huntington Beach

Non-Associated - Tentative Agreement

Proposed Term: 3 years

MOU		Year 1	Year 2	Year 3	Year 4	Total Cost of Proposal *	Ongoing Cost *	Notes:
Item #	Description	FY 2024/25 Estimated YOY Impact	FY 2025/26 Estimated YOY Impact	FY 2026/27 Estimated YOY Impact	FY 2027/28 * Estimated YOY Impact			
1	Term: 3 years (Jan 1, 2025 - Dec 31, 2027)							
2	Salary Increases	8,705 (4,443) 7,405	109,548 (30,804) 100,844	117,720 (20,637) 42,618	60,400 (16,490) 8,416	296,373 (72,373) 159,283	302,377 (72,373) 159,283	upon approval - 3%, Jan 1, 2026 - 3%, Jan 1, 2027 - 3%. Total increase = 9.37% Remove Performance Bonus Additional top step
4	Health Insurance	8,076	13,800	10,944	5,220	38,040	45,496	Increase medical contribution Jan 1 of each year, 2025 - \$75, 2026 - \$65, 2027 - \$55
5	Bereavement	1,566	1,613	97	51	3,327	3,327	up to two additional days paid Bereavement Leave
6	Auto Allowance	7,919	7,919			15,837	15,837	Increase by \$16.92. per pay period (\$439.92/year)
Recurring Costs		29,227	202,920	150,742	57,597	440,486	453,947	
Total Cost of Proposal		29,227	202,920	150,742	57,597	440,486	453,947	

* Includes impact of proposed contract increases on the City's UAL. Additional liabilities are incurred during FY's 27/28 - 30/31 due to a lag in PERS reporting.