

**City of Huntington Beach  
Huntington Beach Municipal Teamsters (HBMT)  
Summary of MOU Modifications  
December 15, 2021**

<b>Article #</b>	<b>Subject</b>	<b>Proposal</b>
Article I Term of MOU	Term	January 1, 2022 – December 31, 2024
Article VI Salary Schedule	New Salary Range	<p>Effective January 1, 2022, shift to a new master salary schedule that includes seven-steps (A – G) with five percent (5%) between each step; and one percent (1%) between each range.</p> <p>Each job classification will be assigned a salary range by:</p> <ol style="list-style-type: none"> <li>Locating the range on the new salary schedule with a Step F that is nearest to the position's current top step (Step E) without being less; and then,</li> <li>Moving two ranges higher, thereby providing a wage increase of not less than two percent (2%) for all employees in the Association.</li> </ol> <p>Each employee will be placed on the step (A-F) of their classification's assigned salary range that is nearest to their base salary step (A-E of the 2019-2020 salary schedule) without being less.</p>
Article VII Special Pay	Performance Bonus	Employees will have the ability to earn up to 3% merit-based bonus after the employee hits top step at their next regularly scheduled performance evaluation date. This bonus will be provided as a lump sum and will not increase the employee's base salary.
Article X Health and Other Insurance Benefits	Employer Contribution to Health and Other Insurance Benefits	<p>A modification to Article X to increase the monthly maximum employer contribution towards medical benefits, not to exceed the cost of the premium, as follows:</p> <p>Effective the beginning of the pay period that includes January 1, 2022:</p> <p style="margin-left: 40px;">Single - \$831.19 Two party - \$1,424.85 Family - \$1,687.35</p>

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		Effective the beginning of the pay period that includes January 1, 2023:  Single - \$854.52 Two party - \$1,448.18 Family - \$1,710.68
Article XII Leave Benefits	City Holidays	Add Christmas Eve Day (December 24th each year) and New Year's Eve Day (December 31st each year) to the list of approved City-paid holidays.

**MOU language clean up: Modernize MOU language and make other non-substantive language changes.**