



City of Huntington Beach

MEO - Tentative Agreement

Proposed Term: 3 years

MOU		Year 1 FY 2024/25	Year 2 FY 2025/26	Year 3 FY 2026/27	Year 4 FY 2027/28 *	Total Cost of Proposal *	Ongoing Cost *	Notes:
Item #	Description	Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact			
1	Term: 3 years (Jan 1, 2025 - Dec 31, 2027)							
2	Salary Increases	287,234 (136,378) 232,912 108,552	583,171 (140,511) 239,970	600,842 (8,390) 14,329	326,439 (4,258) 7,271	1,797,685 (289,536) 494,483 108,552	1,835,121 (289,536) 494,483	Jan 1, 2025 - 3%, Jan 1, 2026 - 3%, Jan 1, 2027 - 3%. Total increase = Remove Performance Bonus Add new top step One time non-reaccuring payment per member
3	Uniforms & Equipment	2,190	-	-	-	2,190	2,190	Expand City purchased uniforms to all MEO PD
4	Health Insurance	41,099	81,879	76,890	38,694	238,562	285,320	Increase medical contribution Jan 1 of each year, 2025 - \$75, 2026 -\$65, 2027 - \$55
5	Bereavement	4,494	4,631	276	140	9,542	9,542	up to two additional days paid Bereavement Leave
6	Auto Allowance	18,464	18,464	-	-	36,928	36,928	Increase by \$40 per pay period (\$1,040/year)
One-Time Signing Bonus		108,552				108,552		
Recurring Costs		450,015	787,604	683,947	368,287	2,289,853	2,374,047	
Total Cost of Proposal		558,567	787,604	683,947	368,287	2,398,404	2,374,047	

* 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.