

Tentative Agreement Between  
the City of Huntington Beach and  
the Huntington Beach Municipal Teamsters (HBMT)

Article #	Subject	Proposal
I	Term	January 1, 2025 – December 31, 2027
VI(A)	Salary Schedules – Classification and Salary Rates	<p>Effective the pay period including January 1, 2025, employees will receive a base salary increase of three percent (3%).</p> <p>Effective the pay period including January 1, 2026, employees will receive a base salary increase of three percent (3%).</p> <p>Effective the pay period including January 1, 2027, employees will receive a base salary increase of three percent (3%).</p>
VI(B)	Salary Schedules – Performance Bonus	Effective the first full pay period following City Council adoption of this MOU, the existing Performance Bonus shall be replaced with the addition of a new salary step at the top of the salary range. This added step, Step H, will be a 5% increase from current Step G.
VII (D)	Special Pay – One-Time Payment	All HBMT employees currently employed on the date of City Council adoption of the MOU shall receive a one-time payment of \$1,000, which they can receive directly on their paycheck or deposit into their deferred compensation account.
VIII(A)(1)	Uniforms – Safety Shoes – Cost	Increase maximum reimbursement for a pair of safety shoes not to exceed to \$275.00 per pair every six months.
X(B)(2)	Health and Other Insurance Benefits – Maximum Employer Contribution	<p>City contribution toward employees' health insurance at each plan level (i.e., employee only, employee + 1, family) shall be increased as follows:</p> <ul style="list-style-type: none"> <li>- January 1, 2025, increase by \$75/month</li> <li>- January 1, 2026, increase by \$65/month</li> <li>- January 1, 2027, increase by \$55/month</li> </ul>
X(F)	Health and Other Insurance Benefits – Medical Cash- Out	Updated medical cash-out amounts to match the new maximum allowable city contribution to the lowest single plan tier monthly premium.
XII(A)(2)(h)	Leave Benefits – CalPERS Reporting of Holiday Pay	Updated Classifications to reflect changes implemented following the Citywide Class and Comp study.
XII(A)(4)	Leave Benefits - Bereavement Leave	Increase leave entitlement from three to five work shifts in each instance of death in the employee's immediate family.