

Tentative Agreement Between  
the City of Huntington Beach and  
the Management Employees' Organization (MEO)

Article #	Subject	Proposal
I	Term	January 1, 2025 – December 31, 2027
VI(A)	Salary Schedule	<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)	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 (C)	Special Pays – One-Time Payment	All MEO 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(B)	Uniforms – Affected Personnel	Table modified to: 1) Include all police personnel 2) Update Job Type and Classifications to reflect the changes implemented following the Citywide Class and Comp study
X	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>
XII(E)	Leave Benefits – Bereavement Leave	Increase leave entitlement from three to five work shifts in each instance of death in the employee's immediate family.
XIII(A)	City Rules – Personnel Rules	The City and Association agree to incorporate Personnel Rules 19 and 20, with previously agreed upon modifications, into the MOU as Exhibit F.
XV(B)	Miscellaneous – Vehicle Policy	Increase auto allowance for qualifying employees to \$247.69 bi-weekly.