



## City of Huntington Beach

### HBMT - Tentative Agreement

Proposed Term: 3 years

MOU		Year 1	Year 2	Year 3	Year 4			
Item #	Description	FY 2024/25	FY 2025/26	FY 2026/27	FY 2027/28 *	Total Cost of Proposal *	Ongoing Cost *	Notes:
		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	642,471 (287,160) 504,634 358,000	1,304,409 (295,861) 519,925	1,343,934 (17,666) 31,045	733,987 (8,965) 15,754	<b>4,024,800</b> <b>(609,651)</b> <b>1,071,359</b> <b>358,000</b>	<b>4,146,782</b> <b>(609,651)</b> <b>978,468</b>	Jan 1, 2025 - 3%, Jan 1, 2026 - 3%, Jan 1, 2027 - 3%. Total increase = 9.37% Remove Performance Bonus Add new top step and remove current step A One time non-recurring payment
3	Health Insurance	-	130,152	150,398	34,842	<b>315,392</b>	<b>315,392</b>	Increased monthly medical contribution October 1 of each year, 2025 - \$75, 2026 - \$65, and 2027 - \$55.
4	Uniform Allowance (boots)	2,333	-	-	-	<b>2,333</b>	<b>2,333</b>	Boot Allowance increased by \$50 per pair
5	Bereavement Leave	793	9,527	588	297	<b>11,205</b>	<b>11,205</b>	up to two additional days of paid Bereavement Leave
<b>Total One-Time costs</b>		<b>358,000</b>	-	-	-	<b>358,000</b>	-	
<b>Total Recurring Costs</b>		<b>863,071</b>	<b>1,668,152</b>	<b>1,508,299</b>	<b>775,916</b>	<b>4,815,438</b>	<b>4,844,529</b>	
<b>Total Cost of Proposal</b>		<b>1,221,071</b>	<b>1,668,152</b>	<b>1,508,299</b>	<b>775,916</b>	<b>5,173,438</b>	<b>4,844,529</b>	

\* Ongoing cost 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.