



Introduction of Proposed Memorandum of Understanding with Huntington Beach Municipal Teamsters (HBMT)

City Council Meeting
May 20, 2025

Meyers-Milias Brown Act (MMBA)

- Pursuant to the MMBA, the City has been meeting and conferring in good faith with HBMT since September 2024
- A Tentative Agreement was reached in April 2025
- The Tentative Agreement and proposed Memorandum of Understanding (MOU) is being presented to the City Council to formally review and consider



Proposed Memorandum of Understanding

- 3-year term; January 1, 2025 – December 31, 2027
- 3% base salary adjustments January 1 of each year
- Elimination of the Performance Bonus in exchange for an additional top step to the salary schedule for each classification



Proposed Memorandum of Understanding (continued)

- One-time payment of \$1,000
- Increases to City contribution to employees' health insurance premiums and uniform allowance for safety shoes
- Two additional days of Bereavement Leave



Fiscal Impact

Projected Cost	
One-Time Cost:	\$358,000
Recurring Cost:	\$4,815,438
Projected Total:	\$5,173,438



Recommended Action

Receive and consider the proposed Memorandum of Understanding with HBMT pursuant to City of Huntington Beach Ordinance No. 4154.



Questions?

