



# **Consideration of Proposed Memorandum of Understanding with Huntington Beach Municipal Teamsters (HBMT)**

City Council Meeting  
June 3, 2025

# Overview

- Pursuant to the MMBA, the City has been meeting and conferring in good faith with HBMT since August 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

- Adopt Resolution No. 2025-43, approving the successor MOU with HBMT, and
- Authorize the City Manager or designee to take all administrative and budgetary actions necessary for implementation of Resolution No. 2025-43



# Alternative Action

- Do not adopt Resolution No. 2025-43 and direct staff to continue the meet and confer process with HBMT





# Questions?

