



City of Huntington Beach

HBMT - Tentative Agreement

Proposed Term: 3 years

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

* 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.