



City of Huntington Beach

MSMA - Tentative Agreement

		Year 1 FY 2024/25	Year 2 FY 2025/26	Year 3 FY 2026/27	Year 4 FY 2027/28 *		
MOU Item #	Description	Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact	Total Cost of Proposal *	Notes:
1	Term: 3 years (Jan 1, 2025 - Dec 31, 2027)						
2	Salary Increases	85,033	159,261	147,996	114,414	506,704	Jan 1, 2025 - 3%, Jan 1, 2026 - 3%, Jan 1, 2027 - 3%. Marine Safety Specialist - add'l 10% eff. July 1, 2025.
		-	(15,628)	(23,715)	(9,930)	(49,273)	Remove Performance Bonus
		-	26,533	40,056	14,879	81,468	Add new top step and remove current step A
4	Longevity Pay	-	11,378	15,008	1,557	27,943	Effective Jan 1, 2026
		-	7,200	9,661	1,563	18,424	10-15 years - 2.5%
		-	22,757	30,018	4,671	57,446	15-20 years - 5%
							20+ years - 7.5%
5	Health Insurance	9,918	19,836	19,836	9,918	59,508	City to increase max contribution by \$87/tier beg. Jan 1, 2025, on Jan 1, 2026 and on Jan 1, 2027, for a total increase of \$261/tier
Total Cost of Proposal		94,951	231,338	238,860	137,072	702,220	

* 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.