



## City of Huntington Beach

### PMA Proposal

Proposed Term: 2.5 years

				Year 1 FY 21/22	Year 2 FY 22/23	Year 2 FY 22/23		
MOU Item #	Union	Description	Rate / \$	Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact	Total Cost of Proposal	Notes:
1	All	Term: 2.5 years (July 1, 2021 through December 31, 2023)						
2	PMA	Salary Shift to New Ranges		19,483	-	-	19,483	
3	PMA	Annual Top Step Bonus up to 3%	Up to 3%	59,592	-	-	59,592	Assume 2% due to department discretion in bonuses given
4	PMA	Increase PERS Contributions to 13% - Add'l 1% effective January 1, 2022; Add'l 1% effective January 1, 2023	-2%	(14,971)	(29,498)	(14,528)	(58,997)	Phase-in Approach
5	PMA	Employer Health Contributions	various	-	19,198	-	19,198	
6	PMA	Add 6% Education pay for BA/BS Degree	1%	194,952	-	-	194,952	All will receive
7	PMA	Add 6% for Advanced POST Certificate and Remove \$80/mo Supervisory/Leadership Cert Pay	6%	186,502	-	-	186,502	All will receive Adv POST and 2 Capt, 4 Liet will stop \$80/mo
8	PMA	Increase Holiday Pay from 80 hours to 120 hours per year	various	27,728	27,727	-	55,455	No OT Included. Effective Jan 1, 2022
<b>Total Cost of Proposal</b>			<b>PMA</b>	<b>473,286</b>	<b>17,427</b>	<b>(14,528)</b>	<b>476,185</b>	