

**City of Huntington Beach
Management Employees Organization (MEO)
Summary of MOU Modifications
November 23, 2021**

Article #	Subject	Proposal
Article I Term of MOU	Term	January 1, 2022 – December 31, 2024
Article VI Salary Schedules	New Salary Range	<p>Effective January 1, 2022, shift to a new master salary schedule that includes seven-steps (A – G) with five percent (5%) between each step; and one percent (1%) between each range.</p> <p>Employees will be placed on the new salary range by moving from Step E on the current range to the nearest Step F on the new range without losing any wages, plus a 2% initial wage increase by increasing the assigned range by 2%.</p> <p>All employees will be placed on the step in the new salary range that is closest to their current base salary step without being less.</p> <p>Employees will have the ability to earn step adjustments with a positive performance evaluation at their next regularly scheduled performance evaluation date.</p>
Article V Special Pay	Performance Based Bonus	Employees will have the ability to earn up to 3% merit-based bonus after the employee hits top step at their next regularly scheduled performance evaluation date. This bonus will be provided as a lump sum and will not increase the employee's base salary.
Article X Health and Other Insurance Benefits	Employer contribution to Health and Other Insurance Benefits	A modification to Article X to increase the monthly maximum employer contribution towards flex benefits per attached rate sheets.
Article XII Leave Benefits	City Holidays	Add Christmas Eve Day (December 24th each year) and New Year's Eve Day (December 31st each year) to the list of approved City-paid holidays.

MOU language clean up: Modernize MOU language and make other non-substantive language changes.

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City of Huntington Beach
2022 Health Premiums and Contributions
 Effective 1/1/2022
MEO

Plan	Tier	Monthly Premium	Employer Monthly Contribution	Employee Monthly Contribution	Employee Bi-Weekly Contribution
Kaiser	Single	582.00	582.00	0.00	0.00
	Two-Party	1,255.00	1,158.71	96.29	44.44
	Family	1,643.00	1,330.94	312.06	144.03
Blue Shield TRIO HMO	Single	621.00	621.00	0.00	0.00
	Two-Party	1,326.00	1,158.71	167.29	77.21
	Family	1,707.00	1,330.94	376.06	173.57
Blue Shield HMO	Single	677.00	677.00	0.00	0.00
	Two-Party	1,455.00	1,219.11	235.89	108.87
	Family	1,875.00	1,409.31	465.69	214.93
Blue Shield PPO	Single	740.00	740.00	0.00	0.00
	Two-Party	1,531.00	1,373.19	157.81	72.84
	Family	1,890.00	1,547.03	342.97	158.29
Blue Shield HDHP	Single	567.00	567.00	0.00	0.00
	Two-Party	1,163.00	1,163.00	0.00	0.00
	Family	1,432.00	1,432.00	0.00	0.00
Delta Dental PPO	Single	58.30	42.88	15.42	7.12
	Two-Party	108.80	81.82	26.98	12.45
	Family	143.50	116.36	27.14	12.53
Delta Care HMO	Single	30.11	23.00	7.11	3.28
	Two-Party	51.19	39.11	12.08	5.58
	Family	78.29	59.81	18.48	8.53
VSP Vision	Single	23.33	17.84	5.49	2.53
	Two-Party	23.33	17.84	5.49	2.53
	Family	23.33	17.84	5.49	2.53

Medical Opt-Out: \$582.00 per month (\$268.62 bi-weekly)

Employee and City contributions subject to change as a result of contract negotiations