



**City of Huntington Beach**

**MEO Proposal #4 to the City Dated: March 8, 2018**

MOU Item #	Description	Rate / \$	Estimated Impact	Maximum Exposure*	Notes:
1	Term: November 1, 2017 to October 31, 2018				
2.a	Wage Increase OR	2.50%	\$ 478,134	\$ 478,134	
2.b	One-time lump sum payment effective the first pay period	3.50%	\$ 670,000	670,000	
3	Health Insurance: \$350/Month	\$ 350.00	\$ 470,400	\$ 470,400	
4	Health Insurance: 100% Coverage for Dental and Vision Plans				
	Dental: Monthly Estimate	\$ 26.84	\$ 36,073	\$ 36,073	
	Vision: Monthly Estimate	\$ 6.02	8,091	8,091	
5	Add Water Quality Supervisor to Auto Allowance	\$ 5,400	\$ 5,400	\$ 5,400	
6	Withdrawn				
7	Provide that tuition reimbursement be utilized towards relevant conferences		\$ 19,250	\$ 29,750	Estimate 10% - 15% of Unit
8	No Lay-Off Clause				
9	Increase annual Administrative Leave by 20 Hours		150,078	300,157	Includes 2.5% Wage Increase
10	Withdrawn				
11	Withdrawn				
<b>Subtotal Estimated Proposal Impact includes 2.a.:</b>			<b>1,167,426</b>	<b>1,328,005</b>	<b>2.5% Wage Compensation</b>
<b>Subtotal Estimated Proposal Impact includes 2.b.:</b>			<b>1,359,292</b>	<b>1,519,871</b>	<b>3.5% One-Time Lump Payment</b>

These estimates are subject to change and represent Management's best estimate and analysis of the fiscal impact and costs of the above proposal, given the information that is available at this time.

\*Maximum exposure assumes all members, which is not likely, but illustrated for estimated maximum liability for the City.