



City of Huntington Beach

POA Proposal #3 11/26/2019

DRAFT

MOU Item #	Description	Rate / \$	Year 1 Estimated YOY Impact	Year 2 Estimated YOY Impact	Year 3 Estimated YOY Impact	Total Cost of Proposal	Notes:
1	Term: 3 years (January 1, 2020 through December 31, 2022)						
2	The City's contribution towards employees' health insurance at each plan level (i.e., E/ee, E/ee+1, E/ee+2 or more) shall be increased January 1 each year of the agreement to equal the CalPERS PORAC Region 3 Rate, to be capped at 7% each year.		-	313,056	334,992	648,048	Modification of Article X of the MOU (no rate increase in 2020).
3a	Base Salary Pay Increase of 4 percent effective 1/1/20, and 4.5 percent effective 1/1/21 and 1/1/22.	Various	1,475,659	1,743,365	1,840,040	5,059,064	Effective January 1, 2020
3b	CalPERS Pick Up by Employees of one percent (1%) annually, not to exceed 12 percent.	Various	(231,507)	(237,073)	(257,941)	(726,521)	Effective January 1, 2020
4	RMT the City's contribution shall sunset effective upon a declaration of impasse in successor negotiations or December 31, 2022, whichever is later		-	-	-	-	Modification of Article X of the MOU. \$288,000 annual cost has a neutral fiscal impact as this is included in the current FY 19/20 budget.
5	The Association president shall be provided 10 hours per week of release time to perform association-related business.		29,683	1,039	1,075	31,797	Modification of Article XII, Section H of the MOU.
Total Cost of Proposal			1,273,835	1,820,387	1,918,166	5,012,388	

These estimates are subject to change.

For Discussion Purposes Only