



City of Huntington Beach

POA Proposal #2 10/4/2019 (Revised 10/18/2019)

DRAFT

MOU Item #	Description	Rate / \$	Year 1	Year 2	Year 3	Total Cost of Proposal	Notes:
			Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact		
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, if such rate exceeds the City's then-current contribution.		-	-	-	-	
3a	Base Salary Pay Increase of five percent (5%) annually.	5%	1,869,495	1,982,860	2,102,403	5,954,758	Effective January 1, 2020
3b	CalPERS Pick Up by Employees of one percent (1%) annually, not to exceed 12 percent.	Various	(233,733)	(241,616)	(265,194)	(740,543)	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 20 hours per week of release time to perform association-related business.		59,942	2,398	2,494	64,834	Modification of Article XII, Section H of the MOU.
Total Cost of Proposal			1,695,704	1,743,642	1,839,703	5,279,049	