



# City of Huntington Beach

POA Proposal #4 12/31/2019

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: 3.25 years (January 1, 2020 through March 31, 2023)						
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.		-	224,604	235,572	<b>460,176</b>	Modification of Article X of the MOU. The City's increase shall be capped to 5% each year.
3a	Base Salary Pay Increase of 4 percent effective 1/1/20, and 3.5 percent effective 1/1/21 and 1/1/22.	Various	1,475,659	1,357,676	1,411,421	<b>4,244,756</b>	Effective January 1, 2020
3b	CalPERS Pick Up by Employees of two percent (2%) in Year 1 and one percent (1%) thereafter, not to exceed 13 percent for sworn and 9 percent for non-sworn classifications.	Various	(480,840)	(211,889)	(218,347)	<b>(911,076)</b>	Effective January 1, 2020
4	RMT the City's contribution shall sunset March 31, 2023 (last day of new agreement).		-	-	-	-	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.		58,790	1,470	1,506	<b>61,766</b>	Modification of Article XII, Section H of the MOU.
6a	Provide existing employees with 320 hours of sick leave (no cash value upon separation)		867,351	21,684	22,226	<b>911,261</b>	
6b	Eliminate existing 60-day per injury/illness sick leave benefit		(867,351)	(21,684)	(22,226)	<b>(911,261)</b>	Based on FY 18/19 sick leave usage 0-4 years - 206 hours; 5-9 years - 236 hours; 10-14 years - 266 hours, 15+ years - 296 hours (assumes elimination of vacation accrual).
6c	General Leave Accrual		1,090,094	27,252	27,934	<b>1,145,280</b>	
6d	Increase holidays to 12 hours/holiday		215,403	5,385	5,520	<b>226,307</b>	
6e	Eliminating existing 60-day per injury/illness sick leave benefits will have ongoing net savings to the City. Offset General Leave Accrual to reflect the long-term savings.		(654,057)	(16,351)	(16,760)	<b>(687,168)</b>	
7	Class/Comp Study		-	-	-	-	Part of Citywide Class/Comp Study
<b>Total Cost of Proposal</b>			<b>1,705,049</b>	<b>1,388,147</b>	<b>1,446,846</b>	<b>4,540,041</b>	

These estimates are subject to change.

For Discussion Purposes Only