



City of Huntington Beach

Draft FMA Proposal October 2021

Proposed Term: 2.5 years

MOU Item #	Union	Description	Rate / \$	(6 months)			Total Cost of Proposal	Notes:
				Year 1 FY 21/22	Year 2 FY 22/23	Year 3 FY 23/24		
			Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact			
1	All	Term: 2.5 years (July 1, 2021 through December 31, 2023)						
2	FMA	Annual 3% Bonus	up to 3%	22,909	-	15,645	38,554	Performance-based bonus up to 3% for top-step employees only.
3	FMA	Additional 2% CalPERS EE Contribution	2%	(33,332)	(1,198)	(673)	(35,203)	
4	FMA	Increase City's maximum contribution towards employees' health insurance at each plan level to match the percentage increase provided to POA, plus \$23.33/mo in year 2	various	-	10,489	153	10,642	Removal of Vision Opt Out benefit effective in Year 1.
5	FMA	EMT Cert Pay	1.67%	35,596	1,177	480	37,253	
6	FMA	Education Incentive - 3% Masters	3%	24,189	885	214	25,288	
7	FMA	Special Assignment Skill Pay - Strike Team Leader	1.0%	10,614	2,952	125	13,691	
8	FMA	Longevity Pay - Same as HBFA	2.5% - 7.5%	141,244	10,148	1,778	153,170	
Total Cost of Proposal			FMA	201,220	24,453	17,721	243,394	