



**City of Huntington Beach**  
**MEA to the City of Huntington Beach Proposal #4**  
**Proposal Dated September 11, 2018**

**Draft**

MOU Item #	Description	Rate / \$	Estimated Annual Impact	Estimated Annual Maximum Exposure	Notes:
1	Term: October 1, 2017 - September 30, 2019				
2.a	Increase Medical Contributions by \$100/ month per FTE	\$ 100	\$ 483,900	\$ 483,900	Effective October 1, 2018
2.b.	Increase Medical Contributions by \$50/ month per FTE	\$ 50	\$ 241,950	\$ 241,950	Effective October 1, 2019
3	Deferred Compensation to \$20 per month; currently \$5.50 per pay period	\$ 8.09	\$ 84,820	\$ 84,820	
4	Personal Days: 30 hours per FTE*	30 hours	\$ 96,816	\$ 387,264	Expires by June 30, 2019
5	Implementation of COHB Side Letter - Teamsters Misc Security Trust Fund				
<b>Subtotal Cost</b>			<b>\$ 665,536</b>	<b>\$ 955,983</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.

\*Estimated Annual Impact assumes only 25% of the MEA Group will benefit from a General Leave Overage fiscal impact.

^Not included in total annual estimate; it is a one-time cost.