



City of Huntington Beach
 City of Huntington Beach to MEA Proposal #3
 Proposal Dated September 6, 2018

Draft

MOU Item #	Description	Rate / \$	Estimated Annual Impact	Estimated Annual Maximum Exposure	Notes:
1	Term: October 1, 2017 - June 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: 20 hours per FTE*	20 hours	\$ 64,544	\$ 258,176	Expires by June 30, 2020
5	Implementation of COHB Side Letter - Teamsters Misc Security Trust Fund				
Subtotal Cost			\$ 875,214	\$ 1,068,845	

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.