



City of Huntington Beach
MEA Proposal #3 to the City of Huntington Beach
Proposal Dated July 30, 2018

Draft

MOU Item #	Description	Rate / \$	Estimated Annual Impact	Estimated Annual Maximum Exposure	Retroactive Amount	Notes:
1	Term: October 1, 2017 - June 30, 2019					
2	Increase Medical Contributions by \$100/ month per FTE	\$ 100	\$ 483,900	483,900		
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					
Subtotal Cost			\$ 665,536	\$ 955,983		
2.A.	Medical Contributions Retroactive to October 1, 2017^	\$ 100			\$ 362,925	9 months of Contributions
					\$ 483,900	12 months of Contributions

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.