



**City of Huntington Beach**

MEO Proposal #3 to the City Dated: January 30, 2018

MOU Item #	Description	Rate / \$	Estimated Impact	Maximum Exposure*	Notes:
1	Term: November 1, 2017 to October 31, 2018				
2	Wage Increase	3.00%	\$ 576,000	\$ 576,000	
3	Health Insurance: \$400/Month	\$ 400.00	\$ 537,600	\$ 537,600	
4	Health Insurance: 100% Coverage for Dental and Vision Plans				
	Dental: Monthly Estimate	\$ 26.84	\$ 36,073	\$ 36,073	
	Vision: Monthly Estimate	\$ 6.02	8,091	8,091	
5	Add Water Quality Supervisor to Auto Allowance	\$ 5,400	\$ 5,400	\$ 5,400	
6	Removed				
7	Tuition Reimbursement		\$ 19,250	\$ 29,750	Estimate 10% - 15% of Unit
8	No Lay-Off Clause				
9	Increase annual Administrative Leave by 20 Hours		151,169	302,339	Includes 3% Wage Increase
10	City match of 100% to deferred compensation up to \$2,080 annually	\$ 2,080			
A	Estimate all Employees*			232,960	
B	Estimate Half of Employees		116,480		
11	Class and Compensation Study - removed item**				
<b>Subtotal Estimated Proposal Impact:</b>			<b>1,450,063</b>	<b>1,728,213</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.

\*Maximum exposure assumes all members, which is not likely, but illustrated for estimated maximum liability for the City.

\*\*Provide that the City will hire a mutually acceptable consultant to conduct a classification and compensation study for all MEO represented classifications.