



City of Huntington Beach

MSMA Proposal

Proposed Term: 3 years

MOU Item #	Union	Description	Rate / \$	Year 1	Year 2	Year 3	Total Cost of Proposal	Notes:
				FY 21/22	FY 22/23	FY 23/24		
				Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact		
1	MSMA	Term: 3 years (January 1, 2022 through December 31, 2024)						
2	MSMA	Salary Adjustment - Move to new range w/market adjustments, 7 steps, 5% between steps	Various	131,640	74,311	77,660	283,611	
3	MSMA	Annual Top Step Bonus up to 3%	3%	-	-	-	-	No employees would be eligible to receive the bonus before 12/31/2024. Costs related to the bonus will be incurred in future years.
4	MSMA	13% CalPERS Pick-up - phased in	4%	(4,838)	(18,019)	(32,492)	(55,349)	
3	MSMA	Health Insurance		13,756	5,319	826	19,901	
4a	MSMA	Eliminate existing 60-day per injury/illness sick leave benefit (offset 4c)		(49,518)	(2,476)	(2,600)	(54,594)	Based on FY 19/20 sick leave usage 0-4 years - 176 hours; 5-9 years - 200 hours; 10-14 years - 224 hours; 15+ years - 256 hours (assumes elimination of vacation accrual)
4b	MSMA	General Leave Accrual		58,926	2,947	3,093	64,966	
4c	MSMA	Provide existing employees with bank of 96 hours of sick leave		49,518	2,476	2,600	54,594	
4d	MSMA	Eliminating existing 60-day per injury/illness sick leave benefits will have ongoing net savings to the City. Offset General Leave Accrual to reflect the long-term savings.		(58,926)	(2,947)	(3,093)	(64,966)	
Total Cost of Proposal				140,558	61,611	45,994	248,163	