



City of Huntington Beach

MEO Proposal to the City Dated: February 10, 2016

Option 1: 3.25% Compensation Increase in Year 1

FISCAL IMPACT REPORT

MOU Item #	Description	Rate / \$	FY 15/16 Full Annual Impact	FY 16/17 YOY Annual Impact	Estimated Annual Impact	Notes:
1	Term: October 1, 2015 to September 30, 2017					
2.a.	Compensation Increase	3.25%	583,782	-	583,782	
2.b.	Compensation Increase	3.25%		617,769	617,769	Includes CalPERS impact of proposal
2.c.	Me Too Clause results in added fiscal impact TBD					Each 1% approximates \$180,000
Subtotal Wage Increase Requests			583,782	617,769	1,201,551	
3	Increase City's Monthly contribution per FTE	\$ 250.00		339,000	339,000	
Subtotal Health Premium Increase Requests				339,000	339,000	
4	CalPERS Actuarial Study		10,000		10,000	
5	Medical Rates		78,510		78,510	
6	Classification Studies		75,000		75,000	
7	Tuition Reimbursement increase	\$ 500.00	15,000		15,000	
Proposal Impact*			762,292	1,295,769	2,058,061	

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 information that is available at this time.

Note: FY 15/16 full annual impact, pro-rated cost will be included at the time of Council adoption.

*Does not include the impact of normally occurring CalPERS Rate increases, estimated at \$227,298, that will increase City costs based on prior MOUs and CalPERS Rate changes.