



City of Huntington Beach

Costing Summary HBFA Comp Costing (14%) 11-7-23 (Confidential)

Proposed Term: 3 years

MOU Item #	Description		Year 1 FY 2023/24 Estimated YOY Impact	Year 2 FY 2024/25 Estimated YOY Impact	Year 3 FY 2025/26 Estimated YOY Impact	Year 4 FY 2026/27 Estimated YOY Impact	Total Cost of Proposal	Ongoing Cost *	Year 1	Year 2	Year 3	Year 4	% Cost Increase	Ongoing Cost Increase	Notes:
1	Term: 3 years (Jan 1, 2024 - Dec 31, 2026)														
2	Salary Increases	<i>Sworn</i>	609,720	1,250,542	1,176,936	536,114	3,573,312	3,992,254	2.55%	5.23%	4.92%	2.24%	14.95%	16.70%	Jan 1, 2024 - 5%, Jan 1, 2025 - 5%, Jan 1, 2026 - 4%. Total increase = 14.95%
3	Remove Performance Bonus	<i>Sworn</i>	(170,344)	(179,033)	(15,959)	(7,269)	(372,606)	(372,606)	-0.71%	-0.75%	-0.07%	-0.03%	-1.56%	-1.56%	Currently 3% for all who are eligible
4	Longevity Pay - 15 Years	<i>Sworn</i>	63,874	67,132	5,984	2,726	139,715	139,715	0.27%	0.28%	0.03%	0.01%	0.58%	0.58%	New category for 15-20 years of service - 7.5%
5	Longevity Pay - 20 Years	<i>Sworn</i>	59,353	62,380	5,560	2,533	129,826	129,826	0.25%	0.26%	0.02%	0.01%	0.54%	0.54%	Increase by 2.5% for 20+ yrs of service, from 7.5% to 10%
6	Health Benefits	<i>Sworn</i>	49,011	106,261	116,935	118,165	390,372	390,372	0.21%	0.44%	0.49%	0.49%	1.63%	1.63%	Increase to monthly contributions beg. Jan 1, 2024, Jan 1, 2025, and Jan 1, 2026
Total Cost of Proposal			611,613	1,307,281	1,289,457	652,268	3,860,620	4,279,562	2.56%	5.47%	5.39%	2.73%	16.15%	17.90%	
YOY Budgetary Impacts related to OT**			149,649	319,578	312,093	142,164	923,483	923,483							
Total Cost of Proposal with OT Budgetary Impacts			761,262	1,626,859	1,601,549	794,432	4,784,102	5,203,045							

* Ongoing Cost includes impact of proposed contract increases on the City's UAL. Additional liabilities are incurred during FY's 26/27 - 28/29 due to a lag in PERS reporting.