



# City of Huntington Beach

Non-Associated (NA) Proposal  
3-Year Fiscal Analysis (Indefinite Term)

MOU Item #	Union	Description	Rate / \$	Year 1 2022 Estimated YOY Impact	Year 2 2023 Estimated YOY Impact	Year 3 2024 Estimated YOY Impact	Total Cost of Proposal	Notes:
1	NA	Term: 3 years (January 1, 2022 through December 31, 2024)						Fiscal analysis conducted for period of January 1, 2022 - December 31, 2024. If approved, changes to take effect the following pay period.
2a	NA	Salary Adjustment - Move to new range 2% increase, 7 steps, 5% between steps.	Various	230,293	75,490	24,995	<b>330,778</b>	
2b	NA	Annual Top Step Bonus up to 3%	Up to 3%	-	64,425	21,288	<b>85,713</b>	Assume 2% due to department discretion in bonuses given
3	NA	Health Insurance		9,785	11,053	-	<b>20,837</b>	
4	NA	2 Additional Paid Holidays	18 hrs	32,806	1,060	336	<b>34,202</b>	
<b>Total Cost of Proposal</b>			<b>NA</b>	<b>272,884</b>	<b>152,028</b>	<b>46,619</b>	<b>471,530</b>	