



City of Huntington Beach

Costing Summary HBFA Proposal #2 10-17-23 (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	Sworn	1,195,294	2,181,411	1,904,850	1,633,697	6,915,251	8,004,834	5.00%	9.13%	7.97%	3.84%	25.94%	33.48%	Jan 1, 2024 - 10%, Jan 1, 2025 - 7.5%, Jan 1, 2026 - 6.5%. Total increase = 25.94%
3	Longevity Pay - 15 Years	Sworn	66,851	71,865	9,685	4,671	153,072	153,072	0.28%	0.30%	0.04%	0.02%	0.64%	0.64%	New category for 15-20 years of service - 7.5%
4	Longevity Pay - 20 years	Sworn	62,119	66,778	9,000	4,341	142,237	142,237	0.26%	0.28%	0.04%	0.02%	0.59%	0.59%	Increase by 2.5% for 20+ yrs of service, from 7.5% to 10%
5	Health Benefits	Sworn	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			1,373,275	2,426,315	2,040,469	1,760,873	7,600,932	8,690,515	5.74%	10.15%	8.54%	7.37%	28.81%	36.35%	
YOY Budgetary Impacts related to OT**			352,782	617,863	512,049	246,968	1,729,662	1,729,662							
Total Cost of Proposal with OT Budgetary Impacts			1,726,057	3,044,178	2,552,518	2,007,841	9,330,594	10,420,177							

* 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.

** Overtime budgetary impacts shown above include potentially reimbursable costs from Special Events, FEMA, etc. (7.4% from August 6, 2022 - August 4, 2023).