



City of Huntington Beach

Costing Summary HBFA Proposal #3 10-26-23 (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	2,115,670	1,834,836	1,629,423	6,775,222	7,802,199	5.00%	8.85%	7.68%	3.83%	25.35%	32.64%	Jan 1, 2024 - 10%, Jan 1, 2025 - 7%, Jan 1, 2026 - 6.5%. Total increase = 25.35%
3	Longevity Pay - 15 Years	Sworn	66,851	71,531	9,329	4,649	152,360	152,360	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	66,468	8,669	4,320	141,576	141,576	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	2,359,929	1,969,768	1,756,558	7,459,530	8,486,507	5.74%	9.87%	8.24%	7.35%	28.21%	35.50%	
YOY Budgetary Impacts related to OT**			352,782	600,191	493,229	245,819	1,692,021	1,692,021							
Total Cost of Proposal with OT Budgetary Impacts			1,726,057	2,960,120	2,462,997	2,002,377	9,151,551	10,178,527							

* 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).