



City of Huntington Beach

Costing Summary HBFA Proposal #4 11-13-23 (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	1,135,529	1,986,279	1,687,103	1,501,667	6,310,578	7,200,760	4.75%	8.31%	7.06%	3.49%	23.61%	30.12%	Jan 1, 2024 - 9.5%, Jan 1, 2025 - 6.5%, Jan 1, 2026 - 6%. Total increase = 23.61%
3	Longevity Pay - 15 Years	Sworn	66,547	70,873	8,578	4,252	150,250	150,250	0.28%	0.30%	0.04%	0.02%	0.63%	0.63%	New category for 15-20 years of service - 7.5%
4	Longevity Pay - 20 years	Sworn	61,837	65,856	7,971	3,951	139,615	139,615	0.26%	0.28%	0.03%	0.02%	0.58%	0.58%	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			1,312,924	2,229,269	1,820,587	1,628,035	6,990,815	7,880,997	5.49%	9.33%	7.62%	6.81%	26.25%	32.97%	
YOY Budgetary Impacts related to OT**			336,716	565,409	453,516	224,823	1,580,465	1,580,465							
Total Cost of Proposal with OT Budgetary Impacts			1,649,640	2,794,678	2,274,103	1,852,858	8,571,280	9,461,461							

* 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).