




## City of Huntington Beach

### Huntington Beach Firefighters' Association (HBFA) Fiscal Impact Report November 2021



November 2021

Year 1

FY 21/22

Estimated YOY Impact

Year 2

FY 22/23

Estimated YOY Impact

(6 months)

Year 3

FY 23/24

Estimated YOY Impact

Total Cost of Proposal

Notes:

MOU Item #	Union	Description	Rate / \$	Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact	Total Cost of Proposal	Notes:
1	All	Term: 2.5 years (July 1, 2021 through December 31, 2023)						
2a	HBFA	Salary Adjustment - Move to new range	Various	345,821	-	-	345,821	Ability to earn an extra step on the new salary range; performance-based bonus up to 3% for top-step employees only.
2b	HBFA	Salary Adjustment - Step Increase	Various	649,175	329,025	43,798	1,021,998	
2c	HBFA	Salary Adjustment - Annual Bonus	Various	-	448,964	96,861	545,825	
3	HBFA	Additional 1% CalPERS EE Contribution	1%	(165,264)	(8,857)	(1,525)	(175,646)	
4	HBFA	Increase City's maximum contribution towards employees' health insurance at each plan level to match the percentage increase provided to POA, plus \$23.33/mo in year 2	various	102,561	33,875	-	136,436	
5	HBFA	Paramedic Recertification Bonus	\$2,500	95,698	-	-	95,698	
6	HBFA	Education Incentive - Add'l 3% for Masters	up to 9%	23,296	394	107	23,797	
7	HBFA	Advanced Paramedic Cert Pay - 2% in year 1 and 3% in year 2	2% - 3%	41,102	45,422	864	87,388	
8	HBFA	Swat Medic Pay	Same as Arson	20,807	1,089	234	22,130	
9	HBFA	EMT Cert Pay	4.67%	542,813	8,797	1,772	553,382	
10	HBFA	Holiday in Lieu Pay	various	84,051	4,436	804	89,291	
Total Cost of Proposed Agreement			HBFA	1,740,060	863,145	142,914	2,746,119	