City of Huntington Beach

Tentative Agreement - 5/8/2023

Proposed Term: 3 years

MOU Item #	Description	Year 1 FY 23/24 Estimated YOY Impact	Year 2 FY 24/25 Estimated YOY Impact	Year 3 FY 25/26 Estimated YOY Impact	Total Cost of Proposal	Ongoing Cost	% Cost Increase Year 1	% Cost Increase Year 2	% Cost Increase Year 3	% Cost Increase Total	Notes:
1	Term: 3 years (July 1, 2023 - June 30, 2026)										
2	Salary Increases										5% eff. July 1, 2023; 5% eff. July 1, 2024; 5% eff. July 1, 2025. Total increase = 15% (with compounding: 15.76%)
	Sworn	2,252,652	2,365,284	2,483,548	**7,101,484**	**8,410,691**	5.00%	5.25%	5.51%	15.76%	
	Non-sworn	267,278	280,642	294,674	**842,595**	**951,851**	5.00%	5.25%	5.51%	15.76%	
3	Special Assignment Pay										
	Sworn	369,888	18,494	19,419	**407,801**	**407,801**	0.82%	0.04%	0.04%	0.91%	3% premium; total 13 Sgts & 52 Officers
	Non-sworn	4,131	207	217	**4,555**	**4,555**	0.08%	0.00%	0.00%	0.09%	3% premium; total 1 Dispatch Supervisor
4	Chief Pilot / Safety Officer										
	Sworn	9,037	452	474	**9,964**	**9,964**	0.02%	0.00%	0.00%	0.02%	5% premium; total 1 Officer
5	Professional Development / POST										
	Sworn	553,724	27,686	29,070	**610,480**	**610,480**	1.23%	0.06%	0.06%	1.36%	Advanced POST from 6% to 8%
6	Longevity/Retention Pay										
	Sworn	566,555	28,328	29,744	**624,627**	**624,627**	1.26%	0.06%	0.07%	1.39%	20 Yr Longevity Pay from 10% to 15%
	Non-sworn	48,154	2,408	2,528	**53,090**	**53,090**	0.90%	0.05%	0.05%	0.99%	20 Yr Longevity Pay of 5%
7	OT to Deferred Comp (No Cost)										
8	Health Insurance										The proposal includes Year 1 annual increases ($39, $78 and $101) eff 1/1/24 and Year 2 annual increases ($33, $66, and $101) eff 1/1/25
	Sworn	97,605	181,112	83,508	**362,225**	**362,225**	0.22%	0.40%	0.19%	0.80%	
	Non-sworn	18,591	34,498	15,906	**68,995**	**68,995**	0.35%	0.65%	0.30%	1.29%	
9	Retiree Medical Trust										Maintain $1,200 per employee per year
	Sworn	255,654	-	-	**255,654**	**255,654**	0.57%	0.00%	0.00%	0.57%	
	Non-sworn	48,696	-	-	**48,696**	**48,696**	0.91%	0.00%	0.00%	0.91%	

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	Income Protection Plan										
10	*Sworn*	7,560	-	-	**7,560**	**7,560**	0.02%	0.00%	0.00%	0.02%	Increase City's contribution by $3 per member per month
	Non-sworn	1,440	-	-	**1,440**	**1,440**	0.03%	0.00%	0.00%	0.03%	
	General Leave Accrual										
11	*Sworn*	75,435	3,772	3,960	**83,168**	**83,168**	0.17%	0.01%	0.01%	0.18%	Modify leave accrual to include total law enforcement services
	Non-sworn	6,963	348	366	**7,676**	**7,676**	0.13%	0.01%	0.01%	0.14%	
12	Approval of Gen Leave (No Cost)										
	Association Business										Increase bank by 180 hours per year. Split based on percent usage by each job title. Used 1.25 factor to assume half would be backfilled by overtime.
13	*Sworn*	16,312	816	856	**17,984**	**19,204**	0.04%	0.00%	0.00%	0.04%	
	Non-sworn	110	6	6	**122**	**122**	0.00%	0.00%	0.00%	0.00%	
14	Per Diem (minimal cost)										
15	Standby Pay										
	Sworn	46,175	2,309	2,424	**50,908**	**50,908**	0.10%	0.01%	0.01%	0.11%	Stand-by pay equal to 30% of base pay (12 hrs/week), split between President & Board
	Non-sworn	170	8	9	**187**	**187**	0.00%	0.00%	0.00%	0.00%	
16	Travel Expenses (No cost)										
Total Cost of Proposal		**4,646,131**	**2,946,369**	**2,966,711**	**10,559,211**	**11,978,894**	9.22%	5.85%	5.89%	20.95%	
	Sworn	*4,250,597*	*2,628,253*	*2,653,005*	***9,531,855***	***10,842,282***	9.43%	5.83%	5.89%	21.16%	
	Non-sworn	*395,534*	*318,116*	*313,706*	***1,027,356***	***1,136,612***	7.40%	5.95%	5.87%	19.22%	