



City of Huntington Beach
Draft HBFA Proposal October 2021 (Confidential)
 Proposed Term: 2.5 years

MOU Item #	Union	Description	Rate / \$	(6 months)			Total Cost of Proposal	Notes:
				Year 1 FY 21/22	Year 2 FY 22/23	Year 3 FY 23/24		
				Estimated YOY Impact	Estimated YOY Impact	Estimated YOY Impact		
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 Proposal			HBFA	1,740,060	863,145	142,914	2,746,119	

These estimates are subject to change.

For Discussion Purposes Only