

The City of Huntington Beach
and the
Huntington Beach Firefighters' Association
October 26, 2023

The following is the City's Package Proposal No 2 in response to HBFA's 10-12-23 verbal proposal, initially confirmed via email on 10-16-23 and revised via email sent to City on 10-19-23.

Article No.	Subject	City Proposal	Notes
IV	Salary Schedule	<p>Amend:</p> <p><u>Effective the later of the first pay period including January 1, 2024 or the first pay period following Council approval of the MOU, employees will receive a base salary increase of three percent (3.0%) two percent (2.0%).</u></p> <p><u>Effective the pay period including January 1, 2025, employees will receive a base salary increase of three percent (3.0%) two percent (2.0%).</u></p> <p><u>Effective the pay period including January 1, 2026, employees will receive a base salary increase of two percent (2.0%).</u></p> <p>For each year of this MOU, the base salary of each classification represented by the Association shall be as set forth in the Salary Schedules, Exhibit B. All employees are required to utilize direct deposit of payroll checks. The City shall issue each employee direct deposit advice (payroll receipt) each pay period that details all income, withholdings, and deductions.</p>	
V (A)	Performance Bonus	<p>Strike out current language:</p> <p>A. Performance Bonus</p> <p>1. Effective July 1, 2022, every member who has advanced through all salary steps A-G are eligible for an annual merit bonus of up to three percent (3%) of their base rate of pay. The annual merit bonus amount will be determined based upon the evaluation of the employee's performance. A completed performance evaluation with specific recognition of outstanding performance in accordance with the Fire Department's Leadership Intent</p>	City proposes to remove the performance bonus program.

		<p>document must be attached to the Personnel Action Form and sent to the Human Resources Division.</p> <p>Employees who disagree with the performance bonus award granted by their supervisor/manager may appeal the decision directly to the Fire Chief for additional consideration. After review, the Fire Chief's final decision regarding the performance bonus award amount shall be final and binding, and shall not be subject to grievance.</p> <p>The parties agree that to the extent permitted by CalPERS or law, the City will report the compensation in this section as special compensation pursuant to Title 2 CCR, Section 571(a)(1) Bonus.</p>	
V (H)	Longevity Pay	<p>Status quo:</p> <p>H. Longevity Pay – All employees with the following full time, paid employment as a Firefighter shall receive the following longevity pay:</p> <ol style="list-style-type: none"> 1. Five (5) years or more, but less than ten (10) years, of service shall receive longevity pay equal to 2.5% of base salary as set forth in Exhibit B. 2. Ten (10) years or more, but less than twenty (20) years, of service shall receive longevity pay equal to 5% of base salary as set forth in Exhibit B. 3. Twenty (20) years or more of service shall receive longevity pay equal to 7.5%10% of base salary as set forth in Exhibit B. <p>There shall be no pyramiding of this special pay. Unit members may only receive one (1) longevity pay under this provision. The maximum amount of Longevity Pay that a member may receive is ten percent (10%).</p> <p>Volunteer, reserve, and part-time position time will not be factored into the total years of service under Longevity Pay.</p> <p>The parties agree that to the extent permitted by law, Longevity Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(1) Longevity Pay.</p>	

VIII	Health and Other Insurance Benefits	<p>Increase:</p> <p>The City's contribution towards employees' health insurance at each plan level (i.e. single, two-party and family) shall be increased as follows:</p> <ul style="list-style-type: none"> • Effective the later of January 1, 2024 or the first full pay period following Council approval of the MOU, increase monthly contributions to medical insurance for single, two-party and family to \$900.00, \$1,650.00 and \$2,100.00, for an increase of \$23.07, \$455.92, and \$370.42, respectively. • Effective January 1, 2025, increase monthly contributions to medical insurance for single, two-party and family \$975.00, \$1,728.00, and \$2,201.00 for an increase of \$75.00, \$78.00, and \$101.00, respectively. • Effective January 1, 2026, increase monthly contributions to medical insurance for single, two-party and family \$1,050.00, \$1,794.00, and \$2,285.00 for an increase of \$75.00, \$66.00, and \$84.00, respectively. • Opt out equal to Single contribution. 	<p>City accepts HBFA's Health Benefit increase proposal.</p> <p>MOU language and tables to be updated accordingly.</p> <p>TA as of 10-12-23</p>
XIV	Term of MOU	<p>Amend:</p> <p>This MOU shall be in effect commencing on July 1, 2024 <u>January 1, 2024</u>, through December 31, 2026 <u>2023</u>. This MOU constitutes the entire agreement of the parties as to the changes in wages, hours, and other terms and conditions of employment of employees covered hereunder for the term hereof.</p>	<p>3-year contract period is proposed.</p>