

The City of Huntington Beach
and the
Huntington Beach Fire Management Association
November 13, 2023

The following is the City's Package Proposal No 4 in response to HBFMA's 11-3-23 concept for agreement.

Article No.	Subject	City Package Proposal	Notes
I	Term of MOU	<p>Amend:</p> <p>This Agreement shall be in effect commencing July 1, 2021 <u>January 1, 2024</u> and expiring on December 31, 2026 <u>2023</u>.</p> <p>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>	3-year contract period is proposed.
V (new)	Classification Adjustment	<p>Add to Article V as new section:</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, the maximum base pay rate for the classification of Division Chief shall be at least ten percent (10%) higher than the maximum base pay rate for the classification of Battalion Chief.</u></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, the maximum base pay rate for the classification of Deputy Chief shall be at least ten percent (10%) higher than the maximum base pay rate for the classification of Division Chief.</u></p>	<p>In recognition of the class restructuring memorialized in the Side Letter entered on November 25, 2022 and effective February 4, 2023, and to encourage internal promotion within the Department, the City agrees to FMA's proposed job laddering establishing an approximate 10% difference in base rate of pay between the classifications of Battalion Chief to Division Chief, and Division Chief to Deputy Chief.</p> <p>City proposes that the effective date of this entire Package Proposal would be effective the later of the first pay period including January 1, 2024 or</p>

			<p>the first pay period following Council approval of the MOU.</p> <p>TA 10-11-23</p>
V (A)	Salary Schedule and Retirement	<p>Amend:</p> <p>A. Monthly Compensation</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 five percent (5.0%) three percent (3.0%).</u></p> <p><u>Effective the pay period including January 1, 2025, employees will receive a base salary increase of five percent (5.0%) three percent (3.0%).</u></p> <p><u>Effective the pay period including January 1, 2026, employees will receive a base salary increase of four percent (4.0%) two percent (2.0%).</u></p> <p>Employees shall be compensated at hourly rates by job code and pay grade during the term of this Agreement as set out in Exhibit A attached hereto and incorporated herein unless expressly provided for in other Articles of this Memorandum of Understanding.</p>	<p>These proposed salary increases will be calculated on the salary schedule after the proposed job classification laddering has been applied.</p>
V (B)	Performance Bonus	<p>Strike out current language:</p> <p>B. Performance Bonus</p> <p>Effective July 1, 2021, 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 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</p>	<p>City accepts FMA 8-9-23 proposal to remove the performance bonus program.</p> <p>TA as of 9-13-23</p>

		<p>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>	
VI (C)	Education Incentive Pay	<p>Amend:</p> <p>C. Education Incentive Pay</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,</u> Employees who have attained possess a Master's Degree or successfully completed the United States Fire Administration Executive Fire Officer Program (EFOP) shall receive education incentive pay of three percent (3%) <u>four percent (4%)</u> of their base rate of pay.</p> <p>The City supports employee participation in the EFOP. The City will provide each participating employee, upon EFOP program acceptance, full payment of each required program course, time to attend the course for each required program year, and travel expense to attend the required course for each program year.</p> <p>The parties agree that to the extent permitted by law, the compensation in this section is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(2) Educational Incentive Pay.</p>	
VI (E)	Strike Team Leader Pay	<p>Amend:</p> <p>E. <u>Strike Team Leader Pay</u></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,</u> Employees who successfully complete the required Incident Command System (ICS) training courses and Position Task Books as outlined in the</p>	<p>City accepts FMA 8-9-23 proposal to expand Strike Team Leader Pay.</p> <p>TA as of 9-13-23</p>

		<p>California Incident Command Certification System (CICCS) Incident Qualifications Guide, and are certified as a Strike Team Leader Engine through the sponsoring Operational Area Peer Review Committee will receive one percent (1%) of their base rate of pay.</p> <p>The parties agree that to the extent permitted by law, the compensation in this section is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571 (a) (2) Educational Incentive Pay.</p>	
VI (F)	Longevity Pay	<p>Amend:</p> <p>F. <u>Longevity Pay</u></p> <p>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 A. 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 A. 3. Twenty (20) years or more of service shall receive longevity pay equal to 7.5%<u>9%</u> of base salary as set forth in Exhibit A. <p><u>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 nine percent (9%).</u></p> <p>Volunteer, reserve, and part-time position time will not be factored into the total years of service under Longevity Pay.</p>	The City's proposed increase in the 20-year tier represents the approximate cost savings from the removal of the Performance Bonus Program.

		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 Section 571(a)(1) Longevity Pay.	
IX	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 \$859.00, \$1,728.00, \$2,201.00 for an increase of \$89.84, \$235.72 and \$339.84, respectively. • January 1, 2025, increase monthly contributions to medical insurance for single, two-party and family to \$892.00, \$1,794.00, \$2,285.00 for an increase of \$33.00, \$66.00 and \$84.00, respectively. 	MOU language and tables to be updated accordingly.