

**City of Huntington Beach
Huntington Beach Fire Management Association (FMA)
Summary of MOU Modifications**

Article #	Subject	Proposal
Article I Term of MOU	Term	July 1, 2021 – December 31, 2023
Article V Salary Schedules and Retirement	New Salary Range	Effective July 1, 2021, shift to new, seven-step (A – G) pay schedule with 5% between each step.
Article V Salary Schedules and Retirement	Performance Based Bonus	Employees who have attained Step G are eligible for an annual merit bonus of up to 3% of their base rate of pay.
Article V Salary Schedules and Retirement	CalPERS Cost Sharing	<p>Effective July 1, 2021:</p> <p>Classic member employees shall cost share an additional 2% for a total cost share of 4%, increasing the employee pension contribution to 13%.</p> <p>New member employees shall cost share 1.25%, increasing the employee pension contribution to 13%.</p>
Article VI Additional Management Benefits	Master’s Degree	Employees who have attained a Master’s Degree shall receive 3% incentive pay.
Article VI Additional Management Benefits	Strike Team Leader	Employees who earn the designation of Strike Team Leader will receive 1% of their base rate of pay.
Article VI Additional Management Benefits	Emergency Medical Technician	Employees who possess an EMT certification shall receive 1.67% of their base rate of pay.
Article VI Additional Management Benefits	Longevity Pay	FMA employees will be eligible to receive Longevity Pay as follows, based on total qualifying years of firefighting service:

		<p>5-10 years – 2.5% of base pay</p> <p>10-20 years – 5.0% of base pay</p> <p>20+ years – 7.5% of base pay</p>
Article IX Health and Other Insurance Benefits	Employer Contribution to Health and Other Insurance Benefits	<p>A modification to Article IX to increase the monthly maximum employer contribution towards flex benefits as follows:</p> <p>Effective the beginning of the pay period that includes January 1, 2022, and eliminate the vision opt-out benefit:</p> <p>Single - \$745.83</p> <p>Two party - \$1,468.95</p> <p>Family - \$1,837.83</p> <p>Opt Out - \$745.83</p> <p>Effective the beginning of the pay period that includes January 1, 2023, increase the employer contribution toward medical benefits by \$23.33 per month, as follows:</p> <p>Single - \$769.16</p> <p>Two party - \$1,492.28</p> <p>Family - \$1,861.16</p> <p>Opt Out - \$769.16</p>