

**City of Huntington Beach  
Huntington Beach Firefighters' Association (HBFA)  
Summary of MOU Modifications**

Article #	Subject	Proposal
Article I Term of MOU	Term	July 1, 2021 – December 31, 2023
Article IV Salary Schedules	New Salary Range	Effective July 1, 2021, shift to new, seven-step (A – G) pay schedule with 5% between each step.
Article V Special Pay	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 Special Pay	Master's Degree	Employees who have attained a Master's Degree shall receive 9% incentive pay. An employee may only receive Educational Incentive Pay for one degree.
Article V Special Pay	Paramedic Re-certification	Each time an employee is re-certified by the State of California and accredited by Orange County as a Paramedic, they shall be entitled to a lump sum cash payment of \$2,500.
Article V Special Pay	Swat Medic	Swat Medic special assignment pay rate is 4.6% above a Firefighter Paramedic Step G rate at time and one-half.  Tactical Emergency Medical Services (TEMS) Captain special assignment pay rate is 11% above the Swat Medic rate.
Article V Special Pay	Advanced Paramedic	Effective July 1, 2021, Advanced Paramedic certification pay rate is 2.0% of the base rate of pay.  Effective July 1, 2022, Advanced Paramedic certification pay rate is 3.0% of the base rate of pay.
Article V Special Pay	Holiday Pay-In-Lieu	Adjust holiday hours from 8 hours to 9 hours for those on a 40-hour shift, and from 11.2 hours to 12.6 hours for those on a 56-hour shift.
Article V Special Pay	Emergency Medical Technician	Employees who possess an EMT certification shall receive 4.67% of base rate of pay.
Article VIII Health and Other Insurance Benefits	Employer contribution to Health and Other Insurance Benefits	A modification to Article VIII to increase the monthly maximum employer contribution towards flex benefits as follows:  Effective the beginning of the pay period that includes January 1, 2022:  Single - \$853.60

		<p>Two party - \$1,170.75  Family - \$1,706.25  Opt Out - \$853.60</p> <p>Effective the beginning of the pay period that includes January 1, 2023:</p> <p>Single - \$876.93  Two party - \$1,194.08  Family - \$1,729.58  Opt Out - \$876.93</p>
<p>Article IX  Retirement</p>	<p>CalPERS Cost Sharing</p>	<p>Effective July 1, 2021:</p> <p>Classic member employees shall cost share an addition 1% for a total cost share of 4%, increasing the employee pension contribution to 13%.</p> <p>New member employees shall cost share 1%, increasing the employee pension contribution to 13%.</p>