

City of Huntington Beach and the
Huntington Beach Fire Management Association
2023 MOU Negotiations

Job Classifications
Association Proposal: 1

8/09/2023

Interest: The City of Huntington Beach compensation and class study recognized and created the position of Deputy Chief to the Association's group. It also showed the roles and responsibilities of both a Deputy Chief and Division Chief as being significant and it is important for the pay rates to meet the responsibilities of the positions as well as comparable to similar classifications for comparable agencies.

Proposal: The Association is proposing pay rate adjustments for the positions of Deputy Chief and Division Chief to be commensurate with their roles and responsibilities which will create promotional "laddering" within the Association. The Association believes there should be an approximate 10% difference in base rate of pay between the classifications of Battalion Chief to Division Chief, and Division Chief to Deputy Chief.

Effective upon ratification, 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.

Effective upon ratification, 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.

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Salary Increases
Association Proposal: 1

8/09/2023

Interest: The Association understands the financial challenges the city has faced over the years, and thus has not seen a base rate pay adjustment in over 6 years. In order to continue to be competitive with the current job market and in conjunction with the recent Police Officer and Police Management agreements, the Association believes they should receive similar salary increases.

Proposal: The Association is proposing to increase the salaries of each classification by the amounts below.

A. Monthly Compensation

Effective upon ratification, all classifications shall receive a five percent (5%) salary increase.

Effective July 1, 2024, all classifications shall receive a five percent (5%) salary increase.

Effective July 1, 2025, all classifications shall receive a five percent (5%) salary increase.

Effective July 1, 2026, all classifications shall receive a five percent (5%) salary increase.

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Performance Bonus Pay
Association Proposal: 1

8/09/2023

Interest: The Association understands the challenges with the administration of the 3% Performance Bonus Pay within the MOU and the workload which is placed on staff to enact it. Therefore, the Association is proposing to eliminate the Bonus Pay and use the savings of doing this to help pay for other Association proposals.

Proposal: The Association is proposing to eliminate the 3% Performance Bonus Pay from the MOU.

~~B. Performance Bonus~~

~~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.~~

~~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.~~

~~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.~~

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Education Incentive Pay
Association Proposal: 1

8/09/2023

Interest: The Association believes a fire department is at its best when we have a diverse, well-educated workforce. A diverse, educated workforce provides different perspectives with different educational backgrounds and a higher level of service. These increases will also help make the Association competitive in the local market. The Association would also like to establish consistency with the subordinate's MOU in educational incentive pay in order to promote equality and value of education for members of the Firefighter's Association who would like to promote into the Fire Management ranks.

Proposal: The Association is proposing to add Education Incentive Pay for employees who possess an Associate's Degree or a Bachelor's Degree. In addition, the Association is proposing to increase the current pay for a Master's Degree.

C. Education Incentive Pay

1. Employees who possess an Associate's Degree shall receive education incentive pay of three percent (3%) of their base rate of pay.
2. Employees who possess a Bachelor's Degree shall receive education incentive pay of six percent (6%) of their base rate of pay.
3. Employees who possess ~~have—attained~~ 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%)~~ nine percent (9%) of their base rate of pay.

There shall be no pyramiding of this special pay. Unit members may only receive one (1) Education Incentive Pay under this provision.

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.

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.

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Strike Team Leader Pay
Association Proposal: 1

8/09/2023

Interest: The Association's members are encouraged to take the classes needed to become a Strike Team Leader. Because it is a very lengthy process to complete the program (classes and task book), California allows those who have completed the classes to deploy as a strike team leader trainee and perform strike team leader duties during the deployment. This allows the employee to work on their task book, which is needed to obtain the certification.

Proposal: The Association is proposing to allow members to receive the Strike Team Leader Pay upon completion of all of the required courses and prior to the completion of the task book.

E. Strike Team Leader Pay

Employees who successfully complete the required Incident Command System (ICS) training courses ~~and Position Task Books~~ as outlined in the 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.

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.

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Longevity Pay
Association Proposal: 2

9/28/2023

Interest: The Association is interested in retaining management employees as well as encouraging subordinate employees to promote to management. In an effort to accomplish this, the Association is proposing to increase the current 20+ year Longevity Pay. By doing this, the Association believes employees will continue to work for the Department longer. This will also help recruit subordinate class employees to promote to management. Even with the proposed increase below, the amount will be less than what the Police Managers receive for their 20+ year Longevity Pay.

Proposal: The Association is proposing to increase the current 20+ year Longevity Pay to a total amount of eleven and one-half percent (11.5%) as stated below.

F. Longevity Pay

All employees with the following full time, paid employment as a Firefighter shall receive the following longevity pay:

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%~~ 11.5% of base salary as set forth in Exhibit A.

~~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 eleven and one-half percent (11.5%).~~

Volunteer, reserve, and part-time position time will not be factored into the total years of service under Longevity Pay.

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.

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Longevity Pay
Association Proposal: 2

9/28/2023

City of Huntington Beach and the
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Healthcare
Association Proposal: 1

8/09/2023

Interest: The Association is interested in receiving the same healthcare benefits as other public safety members receive.

Proposal: The Association is proposing to receive the same healthcare benefits as what the Police Management Association receives.

ARTICLE IX- HEALTH AND OTHER INSURANCE BENEFITS

Fire Management Association members shall receive the same healthcare benefits as the Police Management Association members.

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EMT Pay
Association Proposal: 1

8/09/2023

Interest: The Association's members are regularly tasked with providing emergency medical treatment. All members maintain either an EMT certification or a Paramedic license by completing at least 48 hours of continuing education every renewal cycle. Currently, members only receive 1.67% for maintaining their EMT certification while their subordinates receive 4.67% for the same certification and continuing education.

Proposal: The Association is proposing to increase the EMT Pay to 4.67%, matching what their subordinates receive.

D. Emergency Medical Technician Pay

All employees in the unit who possess an Emergency Medical Technician (EMT) certification shall receive ~~four one~~ and sixty seven one hundredths percent (4.67%) (~~1.67%~~) of base rate of pay.

The parties agree that to the extent permitted by law, Emergency Medical Technician (EMT) Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(2) Emergency Medical Technician Pay.

City of Huntington Beach and the
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Executive Leave
Association Proposal: 2

9/28/2023

Interest: Currently, most, if not all, management employees within the City receive Executive Leave to help offset the amount of “extra” hours management employees work without extra compensation. Therefore, the Association is interested in having its members who work administrative assignments receive an amount of Executive Leave equal to what the Police Managers receive.

Proposal: The Association is proposing to add seventy (70) hours of Executive Leave for its members who work an administrative assignment.

Executive Leave

Employees who work an administrative assignment are entitled to seventy (70) hours of Executive Leave per calendar year. Unused Executive Leave shall not carry over to the next calendar year.