

Guerrero, Lily

From: Mike McGill <MMcgill@ferronelawgroup.com>
Sent: Thursday, October 19, 2023 11:11 AM
To: Melanie L. Chaney
Subject: Fire Negotiations/Huntington Beach (HU050-106)

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Melanie-

Per our meeting on October 12, 2023, I am memorializing the verbal counter proposal we made to you and your team. As we discussed, we have been able to jointly meet and agree on the salary survey. At this time, the joint survey shows that it would take approximately 17% to raise the Fire Association to the mid point at number 2 on that survey. In addition, we know that almost all of our other comparator agencies are in contract, and have scheduled pay raises already guaranteed in years 2 and 3. In fact, at year 3, we will currently be 25% behind at the Captain, Engineer and Firefighter/Paramedic rank, and 26.5% behind at the Firefighter rank. In addition, we will be 33% behind Anaheim at the Firefighter rank, and 28.5% behind at all other ranks. Thus, we believe the proposals we are making are justified based on the survey, and are necessary to keep Huntington Beach Fire competitive.

As we indicated, our proposals have been based exclusively on this actual data. Our counter proposal to you was to lower our current base wage proposal by 1% in year 3. This would make our proposal 10%/7.5%/6.5%, which would equate to 24% which is right in line with how far behind we are as compared to the other OC agencies. We are in agreement on the medical insurance and the three year term, and we are maintaining our ask on longevity. The City proposal to reduce wages by 3% per year by removing the merit bonus is rejected.

Please let me know if you have any questions.
Mike

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