

Guerrero, Lily

From: Mike McGill <MMcgill@ferronelawgroup.com>
Sent: Monday, November 13, 2023 6:08 PM
To: Melanie L. Chaney
Cc: Hopkins, Travis; St. Peter, Theresa; Han, Sunny; Rodriguez, Jose; Navarro-Martinez, Veronica; Guerrero, Lily; kylekramer.hb@gmail.com
Subject: RE: Huntington Beach Proposal No 3 to HBFA (HU050-106)
Importance: High

Hi Melanie. Thank you for this proposal. I did send you a comprehensive email on 10/19/23 at 11:11 am addressing all outstanding issues.

In any event, per our discussion earlier today, below is our counter proposal. We have a TA on longevity, medical and term. It looks like our only point of difference is base wages. We will reduce our current offer to 9.5%/6.5%/6%. We are rejecting the elimination of our 3% merit bonus, which is in and of itself a 3% wage reduction in our members' pockets.

Thus, in terms of base wages, we are at a combined total of 22% over 3 years. That represents a 2% reduction from our prior proposal. As we been discussing, our joint survey shows that we would need approximately 17% TODAY to get the Fire Association to the mid point at number 2 on that survey. More importantly, we know that almost all of our other comparator agencies have scheduled pay raises already guaranteed in years 2 and 3. As a result, by 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 that a 22% proposal over 3 years addresses the current wage disparity, and is necessary to keep Huntington Beach Fire competitive.

Please let me know if you have any questions. Per our discussion, we will cancel tomorrow's meeting as you will need to take this proposal back to council.

Thank you for your efforts to move this matter along.

Mike