

HBFA's 9-17-2018 concept to the City of Huntington Beach. The following is a "package" proposal and individual items are not to be agreed upon independently. Any previous City proposals not referenced herein are deemed rejected.

Article #	Subject	Proposal
VI, VII, XII	Policies	The Association will accept the City's proposal that during the term of the MOU, both sides may seek to bargain over the following policies and it does not require a mutual agreement: C-2 (Uniforms); D-9 (Physical Fitness); and D-10 (Promotional and Open Competitive Examinations).
VIIA	Work Schedules	The City will agree to a trial period of a 48/96 work schedule under the following conditions: 1) its effective date will be mutually agreed but there needs to be at least 90 days to prepare for it; 2) there would be a one-year trial period where at the end, either party could provide notice to the other that it will come to an end within 90 days; and 3) the effective date must coincide with the first day of an FLSA work period and the FLSA work period will change to a 24-day FLSA work period for fire suppression (24 hour) personnel. It is estimated that this staffing model will save the City approximately \$200,000.00 a year and will improve operational efficiency by eliminating duplicative work created by the current schedule.
VII D2b1	Cash out of comp time	The Association will accept the City's proposal to address the constructive receipt issue related to the cash out of comp time.
VII H1a	Minimum Staffing	The City will agree to continue the D-14 policy that requires that trucks are staffed with 4 personnel, ALS Engines are staffed with 4 personnel and BLS engines are staffed with 3 personnel. The Association agrees that the minimum staffing of forty (40) per day shall end on July 31, 2018. The City agrees to maintain the language in the MOU which requires that there be 16 paramedics on duty per shift.
VIII B2	City Contribution to Health Insurance	The City will provide an increase of \$100 per employee per month for the purchase of health insurance. This would be effective at the beginning of the pay period following City Council final approval of the MOU. Effective on the first day of the pay period which includes July 1, 2019, The City will provide an increase of \$100 per employee per month for the purchase of health insurance.). Effective on the first day of the pay period which includes July 1, 2020, the City will provide an increase of \$100.00 per employee per month.
IXA1b	Retirement	The City has sought to remove completely the staffing language from the contract. There is well-established empirical data that shows that 4 personnel per apparatus provide greater protection to the Citizens of Huntington Beach and better safety to suppression personnel. Moreover, in a City commissioned study, the results concluded that the current staffing is the best model for the delivery of services in Huntington Beach. The Association

		<p>is willing to remove the 40 personnel per shift requirement as a compromise to maintaining the apparatus staffing as stated above under "Minimum Staffing." In an effort to save the staffing language pertaining to the number of personnel per apparatus, and protect the public, the Association is willing to pay more into their retirement to offset costs associated with the staffing. The City will therefore accept the concept from the Association that effective upon Council approval of the MOU, classic members would pay an additional three percent (3%) as cost sharing per Government Code section 20516(f) The parties agree that this 20516(f) arrangement shall continue after the expiration of this agreement unless/until otherwise negotiated by the parties. that the parties agree that those defined as new members under PEPR would pay twelve percent (12%) as cost sharing per Government Code section 20516(f). The parties agree that this 20516(f) arrangement shall continue until such time as the contribution rate for New Members (one-half the normal cost) exceeds twelve percent (12%) at which point New Members shall pay one-half the normal cost as required by CalPERS.</p>
X A1c	Conversion of Vacation to Cash	<p>The Association will accept the City's proposal to address the constructive receipt issue related to the cash out of Vacation. NOTE: there needs to be a "Jeff Nelson exception" added.</p>
XIV	Term of MOU	July 1, 2018 – June 30, 2021.