

HUNTINGTON BEACH FIREFIGHTERS' ASSOCIATION (HBFA)

PROPOSAL FOR SUCCESSOR MEMORADUM OF UNDERSTANDING June 15, 2017

City of Huntington Beach and HBFA – Partners for the Community

The following proposals are presented in package form and are not intended to be agreed to separately. Any City Proposals Not Referenced Herein are Rejected

1. Term:

HBFA Position: In the interests of the citizens of the City, HBFA points out that the legislature recognizes that there is a significant value to the creation of stability in the Public Safety labor force, and in order to promote the City's economic well-being by ensuring stability in one of its most vital industries HBFA proposes a 15-month term.

Moreover, HBFA wishes to be partnered with the City in a collaborative effort to be competitive and yet fiscally prudent. A 15-month term will allow the City to spread out its labor costs and budget for them more efficiently.

Based in part on the foregoing: HBFA proposes the following:

- a. **15 month (July 01, 2017 to September 30, 2018)**

2. Bilingual Pay:

HBFA Position: Internal comparisons demonstrate that other bargaining units have broader Bi-lingual coverage. Additionally, HBFA members have been called upon to speak many languages for City purposes without the bilingual compensation.

Based in part on the foregoing: HBFA proposes the following:

Effective July,1 2017 Japanese, Chinese, Italian shall be added to the bilingual pay. All new languages added to the MOU will be capped at 2 members per language.

The agreed upon testing procedure for achieving the bilingual bonus pay is the Berlitz Languages, Inc.

The agreed pass-point is the Berlitz designated skill level of "Speaking 2-Limited Work Proficiency".

3. Minimum Staffing Language:

HBFA Position: Firefighting can be a very dangerous business resulting in approximately 100 firefighter deaths annually. The only way to minimize risks is to have an adequate firefighting force to provide for safety during emergency incidents. The HBFA is dedicated to providing world-class emergency operations and can only do so with a properly staffed and trained department to provide for the safety of our members.

Based in part on the foregoing: HBFA proposes the following:

Maintain minimum Staffing language in Article VII H 1

4. Bereavement Leave to include Son/Daughter in-law – Tenative Agreement 04/24/17

HBFA Position: The HBFA believes that a Son and Daughter in law should be included as acceptable person to utilize Bereavement leave.

Based in part on the foregoing: HBFA proposes the following:

Amend the HBFA MOU to include Son/Daughter in law on the list of acceptable Bereavement candidates.

5. Bachelors Degree Pay – Language Change for any Degree

HBFA Position: The HBFA believes a fire department is at its best when we have a diverse workforce. A diverse workforce provides different perspectives with different educational backgrounds.

Based in part on the foregoing: HBFA proposes the following:

Changes to the language to amend Article V – Special Pay A (1) b – Level II Bachelors degree pay to include ANY Bachelors degree from an accredited University or College.