

Tentative Agreement Between
The City of Huntington
and the
Huntington Beach Firefighters' Association
October 4, 2018

Article #	Subject	Proposal
VI, VII, XII	Policies	During the term of the MOU, either side 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).
VII A	Work Schedules	<p>Effective January 3, 2019, employees shall work the 48/96 work schedule.</p> <p>The parties agree that the 48/96 work schedule will be in effect for a trial period of exactly 360 days (fifteen (15) twenty-four (24) day work periods) at which time it will sunset unless the parties both agree to continue it. In the 90 day period prior to the expiration of the trial period, the parties shall inform each other if they want the 48/96 work schedule to end or continue. If both parties agree that it should continue (and therefore become the work schedule in effect for 24-hour shift employees) it shall continue unless and until it is changed in the future through labor negotiations. If either party wishes the 48/96 work schedule to end at the end of the trial period, it shall end. However, the parties agree to meet and discuss their respective positions prior to terminating the schedule to try to resolve any issues causing the desire to terminate the schedule.</p>
VII D2b1	Cash out of comp time	The parties agree to address constructive receipt by providing for an irrevocable election related to the cash out of comp time.
VII H1a	Minimum Staffing	<p>The parties agree to eliminate the provision that there will be at all times, a minimum number of Firefighters, Firefighter/Paramedics, Fire Engineers and Fire Captains. The parties also agree that minimum staffing in the Fire Department is set forth in Policy D-14 which is attached to the MOU as Appendix G.</p> <p>The parties also agree to modify their MOU to provide that If the Fire Chief determines the need to convert a Truck</p>

		Company to a PAU or Paramedic Truck Company, the overall number of on-duty paramedics shall be no less than 16.
VIII B2	City Contribution to Health Insurance	<p>Effective at the beginning of the pay period following City Council final approval of the MOU, the City will provide an increase of \$100 per employee per month for the purchase of health insurance.</p> <p>Effective on the first day of the pay period which includes July 1, 2019, The City will provide another increase of \$100 per employee per month for the purchase of health insurance.</p> <p>Effective on the first day of the pay period which includes July 1, 2020, the City will provide another increase of \$100.00 per employee per month.</p> <p>The increases for health insurance will also be provided to the amounts provided for those who opt out of health insurance.</p>
IX A1b	Retirement	<p>Effective the beginning of the pay period following City Council approval of the MOU, all classic members shall pay three percent (3%) additional compensation earnable as employer cost sharing in accordance with Government Code section 20516(f) – for an employee pension contribution of twelve percent (12%). The parties agree that this cost sharing agreement per Government Code section 20516(f) shall continue after the expiration of this MOU unless/until otherwise negotiated to either an agreement (in a successor MOU) or the expiration of the impasse process by the parties.</p> <p>Effective the beginning of the pay period following City Council approval of this MOU, all new members shall, pay at least twelve percent (12%) of pensionable compensation as their retirement contribution. If the required contribution per PEPR (half the normal cost) is less than twelve percent (12%), employees shall pay the difference between the required PEPR contribution and twelve percent (12%) as cost sharing per Government Code section 20516(f). If the required PEPR contribution is at least twelve percent (12%) or more, new members will pay the required PEPR contribution.</p>
X A1c	Conversion of Vacation to Cash	The parties agree to address constructive receipt by providing for an irrevocable election related to the cash out

		of vacation.
XIV	Term of MOU	July 1, 2018 – June 30, 2021.

Additional MOU clean-up language is agreed to and set forth in the track changed MOU to which the parties have agreed and will sign following Council approval of the MOU.

**CITY OF HUNTINGTON BEACH
A Municipal Corporation**

**HUNTINGTON BEACH FIREFIGHTERS'
ASSOCIATION**

By:

Fred A. Wilson
City Manager

By:

Chad Stewart
HBFA President

By:

Peter Brown
Chief Negotiator

By:

Stuart D. Adams
Chief Negotiator