

**SIDE LETTER OF AGREEMENT
 BETWEEN
 THE CITY OF HUNTINGTON BEACH
 AND THE
 HUNTINGTON BEACH FIREFIGHTERS (HBFA)**

Representatives of the Huntington Beach Firefighters Association (HBFA) and the City of Huntington Beach have negotiated this Side Letter of Agreement to modify the following sections of the HBFA MOU dated January 1, 2024 through December 31, 2026:

ARTICLE VIII- UNIFORMS, CLOTHING, TOOLS AND EQUIPMENT

E. Reportable to PERS- The City will report as special compensation, in accordance with Title 2, California Code of Regulations, Section 571(a)(5) to the California Public Employees' Retirement System (CalPERS), for each classification the annual cost of uniforms provided by the City as well as the physical fitness uniform described in Subsection (B). For employees who are not actively employed for an entire payroll calendar year, a prorated cost of uniforms shall apply. For "new members" as defined by the Public Employees' Pension Reform Act of 2013, the cost of uniforms will not be reported as compensation earnable to CalPERS.

The annual cost of uniforms reported to CalPERS shall be based on Rank as shown below:

HBFA Yearly Uniform Allowance

<i>Rank:</i>	<i>Yearly Amount:</i>
<i>Firefighter</i>	\$1,333.12
<i>Firefighter/ Paramedic</i>	
<i>Engineer</i>	
<i>Fire Captain</i>	\$1,417.72
<i>Administrative Fire Captain</i>	

Physical Fitness Uniform

<i>All Ranks</i>	<i>\$150.00</i>
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ARTICLE IX-HOURS OF WORK/ OVERTIME

H. Minimum Staffing and Filling Vacancies:

1. Minimum Staffing Levels- The City shall cause apparatus to be staffed with sufficient employees to assure the safety of employees and the control of risk. For these purposes, the minimum staffing of apparatus shall be defined in *Policy 207, Minimum Staffing Levels*, a copy of which is attached as Exhibit G and incorporated by reference Herein.
 - a. If a Rank Paramedic is activated on a Paramedic Engine, the overall number of on duty firefighters will increase and the overall number of Firefighter Paramedics will decrease for each Rank Paramedic. However, the total number of on-duty Paramedics will be no less than 16.
 - b. If the Fire Chief determines the need to convert a Truck Company to a PAU or Paramedic Truck Company, the overall number of Paramedics shall be no less than 16.
 - c. *For the length of the MOU dated January 1, 2024, any additional Paramedics assigned to a Paramedic Squad shall be in addition to the above referenced minimum number of 16 on-duty Paramedics. Paramedics assigned to a Paramedic Squad may be used to fill vacancies on a Paramedic Engine when needed.*

ARTICLE XIV- MISCELLANEOUS

F. Employees Hired under SAFER Grant:

1. Full Time Equivalent (FTE) Positions – *Employees hired under the three-year SAFER Grant do not count toward the official FTE number for the Fire Department unless officially approved by the City.*
2. End of Three-Year Period – *The City will notify the HBFA at year two of the Grant funding regarding their plan to add the FTE positions to the Fire Department or discontinue the positions.*
3. Discontinuance of Staffing Funding – *Should the City choose to discontinue the funding of staffing after year three of the Grant funding, the Fire Department will make every effort to absorb the staffing through normal attrition vacancies. The City agrees that no Paramedic originally hired through the SAFER Program shall be terminated at the conclusion of the Grant funding due to lack of available positions or funding.*

Side Letter Implementation

Should the MOU between HBFA and the City of Huntington Beach continue beyond December 31, 2026, either through a successor MOU or an extension of the current MOU, all terms and conditions of this side letter shall remain in full force and effect unless changes are mutually agreed by both parties.

IN WITNESS WHEREOF, the parties have caused this SIDE LETTER AGREEMENT to be executed by and through their authorized officers on _____.


City of Huntington Beach

Huntington Beach Fire Association

By: _____
Eric Parra
Interim City Manager/Chief of Police

By: 
Bill Cerri
HBFA President

By: _____
Travis Hopkins
Assistant City Manager

By: 
Tim Keating
HBFA Vice President

By: 
Marissa Sur
Director of Human Resources

By: _____
Ferrone Law Group

APPROVED AS TO FORM:

Michael Gates
City Attorney 