



Introduction of Proposed Memorandum of Understanding with the Huntington Beach Fire Association (HBFA)

CITY OF HUNTINGTON BEACH
CITY COUNCIL MEETING
December 19, 2023

Overview

- Pursuant to the Meyers-Millias Brown Act (MMBA) the City has been meeting and conferring in good faith from September through November of 2023 with the HBFA.
- We reached tentative agreement with the HBFA on November 28, 2023.
- While the City has no obligation to accept the proposed labor agreements, the City does need to formally consider the negotiated labor agreement.



Proposed Memorandum of Understanding

- 3-year agreement (January 1, 2024, through December 31, 2026)
- Base salary increases of:
 - 6% beginning January 6, 2024;
 - 6% effective the pay period including January 1, 2025, and;
 - 4% effective the pay period including January 1, 2026



Proposed Memorandum of Understanding

- Increases and adjustments to Longevity Pay
- Elimination of the Pay for Performance Program
- Increases in City Contribution for Medical Benefits



Fiscal Impact

Fiscal Year	Projection *
FY 2023/24	\$ 919,730
FY 2024/25	\$ 1,961,628
FY 2025/26	\$ 1,791,443
FY 2026/27	\$ 835,433
Total	\$ 5,508,234

* Includes budgetary impacts related to overtime.



City Council Options

- Approve the Introduction of the Proposed Successor Memorandum of Understanding with HBFA
- Do not approve introduction of the Agreement, and direct staff to:
 - 1) Continue to meet and confer with HBFA
 - 2) Utilize the impasse procedures contained within the City's Employer-Employee Relations Resolution

