



# **Consideration of Proposed Memorandum of Understanding with the Huntington Beach Fire Association (HBFA)**

**CITY OF HUNTINGTON BEACH  
CITY COUNCIL MEETING  
January 16, 2024**

# 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 FMA.
- 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 first pay period of calendar year 2025, and 4% effective the first pay period of calendar year 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
<b>Total</b>	<b>\$ 5,508,234</b>

\*Includes budgetary impacts related to overtime.



# City Council Options

- Adopt Resolution No. 2024-02, Approving the Proposed Successor Memorandum of Understanding with HBFA and,
- Authorize the City Manager or designee to take all administrative and budgetary actions necessary for implementation of Resolution No. 2024-02; or
- 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



# Questions?

