



# **Introduction of Proposed Memorandum of Understanding with the Fire Management Association (FMA)**

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 FMA.
- We reached tentative agreement with the FMA 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)
- Implementation of salary adjustments based on the City-wide Classification and Compensation Survey conducted in FY 21/22
- Base salary increases of 6% beginning January 6, 2024; 4% 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 various pay programs such as Education Incentive Pay, Strike Team Leader Pay, and Longevity Pay
- Elimination of the Pay for Performance Program
- Increases in City Contribution for Health Benefits



# Fiscal Impact

Fiscal Year	Projection *
FY 2023/24	\$ 178,608
FY 2024/25	\$ 267,721
FY 2025/26	\$ 159,409
FY 2026/27	\$ 69,539
<b>Total</b>	<b>\$ 675,278</b>

\* Includes budgetary impacts related to overtime.



# City Council Options

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

