

**CITY OF HUNTINGTON BEACH  
FIRE MANAGEMENT ASSOCIATION  
TENTATIVE AGREEMENT  
NOVEMBER 28, 2023**

ARTICLE	SUBJECT	PROPOSAL
I	Term of MOU	January 1 through December 31, 2026
V (new)	Classification Adjustment	A Citywide Class and Comp Study was conducted in FY 21/22. As a result, the class of Deputy Fire Chief was created. Salary adjustments were not made at that time. Job laddering creates a 10% salary spread between the Fire Battalion Chief and the Fire Division Chief and between the Fire Division Chief and the Deputy Fire Chief.
V(A)	Salary Schedule and Retirement	1/6/24 - 6% salary increase; 1/1/25 - 4% salary increase; and 1/1/26 - 4% salary increase
V(B)	Performance Bonus	Deleted from MOU
VI C	Education Incentive Pay	1/6/24 - Employees who possess a BA degree receive 2%; 1/1/25 - Employees who possess a BA degree receive 3%; 1/6/24 - Employees who possess a MA degree or EFOP receive 4%; 1/1/25 - Employees who possess a MA degree or EFOP receive 6%
VI E	Strike Team Leader Pay	1/6/24 - Employees who complete ICS training courses receive 1%
VI F	Longevity Pay	1/6/24 - Increased pay for 20 years of service from 7.7% to 9%
IX	Health and Other Insurance Benefits	Increase to City monthly medical contributions as follows: 1/6/24 - Single - \$859; 2-party - \$1728; Family - \$2201; 1/1/25 - Single - \$892; 2-party - \$1794; Family - \$2285