



Introduction of Proposed Memoranda of Understanding with Huntington Beach Firefighters' Association and Fire Management Association

CITY OF HUNTINGTON BEACH
CITY COUNCIL MEETING
NOVEMBER 16, 2021

Overview



- ▶ Huntington Beach Firefighters' Association (HBFA)
 - ▶ 112 members
 - ▶ MOU expired in June 2021
- ▶ Fire Management Association
 - ▶ 8 members
 - ▶ MOU expired in September 2017
- ▶ Proposed MOUs seek greater alignment between Fire associations to increase employee retention & encourage continuing education

**SUPPLEMENTAL
COMMUNICATION**

Meeting Date: 11/16/2021

Agenda Item No.: 29(21-889)

Proposed Memoranda of Understanding



Huntington Beach Firefighters' Association (HBFA)

- ▶ 2.5-year agreement (July 1, 2021 – Dec. 31, 2023)
- ▶ Opportunity to earn additional step increase, and up to 3% merit-based lump sum bonus for top-step employees
- ▶ Increase employee CalPERS cost sharing by 1% (to the max. of 13%)
- ▶ City's medical plan contribution to increase by ~\$60 / month in Year 1, \$23 in Year 2
- ▶ Holiday-in-Lieu & specialty pay adjustments
- ▶ The average annual cost of this overall agreement is \$1.1M

Huntington Beach Fire Management Association (FMA)

- ▶ 2.5-year agreement (July 1, 2021 – Dec. 31, 2023)
- ▶ Opportunity to earn up to 3% merit-based lump sum bonus for top-step employees
- ▶ Increase employee CalPERS cost sharing by 2% (to the max. of 13%)
- ▶ City's medical plan contribution to increase by ~\$90 / month, \$23 in Year 2
- ▶ Education, specialty, and longevity pay updates
- ▶ The average annual cost of this overall agreement is \$97,357

FY 2021/22 Fiscal Impact



Employee Association	Amount	FY 21/22 Personnel Budget
Huntington Beach Firefighters' Association	\$1,740,060	+1.05%
Fire Management Association	\$201,220	+0.12%
Total	\$1.94 million	+1.17%

FY 2022/23 Fiscal Impact



Employee Association	Amount	FY 21/22 Personnel Budget
Huntington Beach Firefighters' Association	\$863,145	+0.52%
Fire Management Association	\$24,453	+0.01%
Total	\$0.89 million	+0.53%

FY 2023/24 Fiscal Impact



Employee Association	Amount	FY 21/22 Personnel Budget
Huntington Beach Firefighters' Association	\$142,914	+0.09%
Fire Management Association	\$17,721	+0.01%
Total	\$0.16 million	+0.10%

City Council Options



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