



City of Huntington Beach

File #: 21-880

MEETING DATE: 11/16/2021

REQUEST FOR CITY COUNCIL ACTION

SUBMITTED TO: Honorable Mayor and City Council Members

SUBMITTED BY: Oliver Chi, City Manager

PREPARED BY: Brittany Mello, Interim Administrative Services Director

Subject:

Introduction of the Proposed Memorandum of Understanding Between the Huntington Beach Firefighters' Association (HBFA) and the City of Huntington Beach for July 1, 2021, through December 31, 2023

Statement of Issue:

The Memorandum of Understanding (MOU) between the City of Huntington Beach and the Huntington Beach Firefighters' Association (HBFA) expired on June 30, 2021. Subsequently, the City and HBFA engaged in good-faith negotiations, ultimately reaching tentative agreement on terms in October 2021 on a 2.5 year contract covering the period of July 1, 2021, through December 31, 2023.

Financial Impact:

Pursuant to the terms agreed upon with HBFA, the Finance Department estimates the total projected average annual cost of the MOU to be \$1,098,447 per year during the life of the agreement.

Recommended Action:

Approve the introduction of the proposed Memorandum of Understanding between the Huntington Beach Firefighters' Association and the City of Huntington Beach for the period of July 1, 2021, through December 31, 2023.

Alternative Action(s):

Do not approve the introduction of the proposed successor MOU for HBFA employees, 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

Analysis:

The Huntington Beach Firefighters' Association (HBFA) represents approximately 112 employees in the City.

Representatives for the City and HBFA engaged in active discussions over an extended period, ultimately reaching tentative agreement on contract terms for a 2.5 year period. Key changes in the

proposed MOU include the following:

Term of Agreement

July 1, 2021, through December 31, 2023

Salary Range Adjustment

- Effective July 1, 2021, employees will shift to a new, seven-step salary range (A - G). Employees will be placed on the nearest Step F in the new range without losing any wages.
- Employees will have the opportunity to earn an additional step (Step G) at their next regularly-scheduled performance evaluation.
- Employees who have reached top step (Step G) will be eligible to earn an annual merit-based bonus of up to three percent (3%) of their base rate of pay at their regularly-scheduled performance evaluations.

CalPERS Cost Sharing

- Classic member safety employees shall contribute an additional 1% contribution towards CalPERS costs (for a total of 13% contribution) beginning July 1, 2021.
- New member safety employees shall contribute an additional 1% contribution towards CalPERS costs (for a total employee contribution of 13%) beginning July 1, 2021.

Medical Benefits

- Beginning January 1, 2022, the City's maximum monthly contribution to medical plan rates will increase to \$853.60 for employee only; \$1,170.75 for two party; and \$1,706.25 for family coverage.
- Beginning January 1, 2023, the City's maximum monthly contribution will increase to \$876.93 for employee only; \$1,194.08 for two party; and \$1,729.58 for family coverage.

Leave Benefits

- Holiday-in-Lieu Pay will be adjusted to 9 hours per holiday for employees on the 40-hour schedule, and 12.6 hours per holiday for employees on the 56-hour schedule.

Special Pays

- Additional contract adjustments with regard in specialty pay types were made with regard to educational incentive pay, paramedic recertification bonuses, EMT pay, advanced paramedic pay, and swat medic pay.

These key changes and all other negotiated provisions are included in the proposed Memorandum of Understanding.

Environmental Status:

Not applicable.

Strategic Plan Goal:

Non Applicable - Administrative Item

Attachment(s):

1. Summary of Memorandum of Understanding Modifications
2. Fiscal Impact Report
3. Proposed Memorandum of Understanding