

The City of Manhattan Beach
And the
Manhattan Beach Firefighters' Association
Last, Best and Final Offer - April 10, 2022

Article #	Subject	Proposal
3	Term	One year from Council approval of the MOU.
9	Salary	Salary Increases: <ul style="list-style-type: none"> • 3.0% effective the beginning of the pay period following Council approval.
9	Salary	<p>Classifications and Salary Structure: See attached schedule, which includes the 3% increase above and the provision of an expanded step schedule. The "Base Salary" without paramedic pay is attached for reference/calculation purposes, but the City intends for all employees to continue to be paramedics (see below).</p> <ul style="list-style-type: none"> • Employees hired after January 1, 2022 will be placed on the "new employee" salary schedule (attached). • Employees hired after January 1, 2022 will be placed in the non-paramedic classifications of Firefighter, Fire Engineer and Fire Captain, and eligible for Paramedic Pay as described below. <p>Employees hired after January 1, 2022 who are promoted to the rank/classification of Fire Engineer or Fire Captain shall move to the step in their new rank/classification that results in their receipt of an increase in compensation (but no higher than the top step of the new classification) by considering both their base pay and paramedic pay at the time of promotion.</p>
10	Paramedic Compensation	<p>All employees are required to maintain their Paramedic License. Employees hired after January 1, 2022 shall receive the pay as follows (per attached salary schedule):</p> <ul style="list-style-type: none"> • Firefighter: 18.1% • Fire Engineer: 13% • Fire Captains: 8%
12	Fire Marshal and Fire Inspector	<p>Fire Marshal and Fire Inspector will become civilian on July 1, 2022 or as soon thereafter as the City is able to hire civilian employees for these new classifications. The existing employees in these assignments would go back to their suppression assignments (These employees would fill in on a suppression shift for long-term IOD vacancies until staffing returns to full-time complement of 24 through attrition).</p>

16	Longevity Pay	<p>Employees hired on or after January 1, 2022 will receive Longevity Pay as follows:</p> <ul style="list-style-type: none"> • 15 years (5%) • 20 years (10%) • 25 years (15%)
20	Training	<p>Each employee will continue to have the option to select and attend a minimum of one voluntary Fire Service-related training class per year at City expense. However, if the course overlaps with a scheduled work shift, approval for the course will depend on if the employee is able to shift trade. This will enable voluntary training to continue without the City incurring overtime for the backfill of the suppression shift.</p>
22	Holiday Leave	<p>Effective July 1, 2022, employees will not receive additional holiday hours to be available to be used as leave. Instead, employees assigned suppression will be paid 10 hours of holiday-in-lieu pay for each of the following holidays as they occur:</p> <ol style="list-style-type: none"> 1. New Years Day 2. Martin Luther King Jr. Day 3. Presidents Day 4. Memorial Day 5. Fourth of July 6. Labor Day 7. Columbus Day 8. Veterans Day 9. Thanksgiving Day 10. Christmas Day <p>Holiday-in-Lieu Pay is not included in the regular rate of pay. Any employee assigned to work a 4/10 schedule will take the holiday off as observed (or receive a floating holiday if it is on a day that is not observed by the City).</p>
23	Vacation	<p>Only one employee per shift will be permitted to use vacation. This is in addition to the use of holiday leave provided in Article 22. Additionally, employees are required to request vacation in writing and it must be approved in writing before it can be taken.</p> <p>Notwithstanding the previous paragraph, employees are currently and will remain permitted to substitute (i.e., shift trade per section 7(p) of the FLSA) on any shifts. This will enable employees to get time off that they want without their leave causing the shift to be worked on an overtime</p>

		basis. The substitution must be voluntary between both employees.
23	Vacation	Effective in December 2022 for a 2023 cash-out, and for future years as well, employees will be provided with the ability to irrevocably elect to cash out up to the maximum amount of vacation that they can earn in the following calendar year. The irrevocable election must be made by December 15 of each calendar year. PREVIOUS TENTATIVE AGREEMENT 5/18/21
26(a)(3)	Insurance	Effective at the beginning of the pay period following City Council approval of the MOU, employees opting out of health insurance who would have otherwise been eligible for either single or employee plus one medical coverage will receive \$2,700 per year (\$103.85 per pay period), paid biweekly as part of payroll. Employees opting out of health insurance who would have otherwise been eligible for family medical coverage (employee plus 2 or more qualified dependents) will receive an opt-out incentive of \$5,400 per year (\$207.69 per pay period), paid biweekly as part of payroll. This opt-out amount is taxable income and will not be considered compensation earnable (meaning it does not qualify as “special compensation” under the CalPERS regulations) as it is not part of payrate. TENTATIVE AGREEMENT 5/18/21
30	Sick Leave Conversion	Effective July 1, 2022, this provision is eliminated.
37	Constant Staffing	The current constant staffing of eight (8) suppression personnel per shift will be a minimum constant staffing number, rather than a prescribed, staffing number. Proposal removing the limitation on hiring additional fire employees to ensure the City is able to increase staffing levels as warranted.
43	Physical Exam Program	The City proposes to maintain the reopener on this Article currently included in Article 3 of the MOU. TENTATIVE AGREEMENT 5/18/21
	Overtime	The City proposes to maintain the reopener on this Article currently included in Article 3 of the MOU. TENTATIVE AGREEMENT 4/4/22
	Alternate Dispute Resolution (ADR) Carve Out Agreement	Accept Association’s proposal for a reopener on the Alternate Dispute Resolution (ADR) Carve out Agreement. TENTATIVE AGREEMENT 6/18/21

MBFA - SALARY SCHEDULE AND STEP PROPOSAL
Salary includes 3% increase effective following Council Approval

FIREFIGHTER/PARAMEDIC

	1	2	3	4	5	6	7	
Firefighter/Paramedic (Current Employees)	8,225	8,637	9,069	9,521	9,998	This salary schedule will be phased out after all existing employees reach the top step		
Firefighter (Base Salary*)	6,987	7,214	7,449	7,691	7,941	8,199	8,466	*Included for reference
Firefighter w/ Paramedic New Employees hired after 1/1/22 who promote in the future	8,252	8,521	8,798	9,083	9,379	9,683	9,998	Higher starting salary and same top step as current Firefighter/Paramedics; Includes 18.1% Paramedic Pay

FIRE ENGINEER/PARAMEDIC

	1	2	3	4	5	
Fire Engineer (Base Salary*)	9,006	9,231	9,462	9,698	9,941	*Included for reference
Fire Engineer/Paramedic (Current Employees**)	10,640	10,906	11,178	11,458	11,744	**This includes current employees who promote to this rank in the future.
Fire Engineer w/ Paramedic New Employees hired after 1/1/22 who promote in the future	10,176	10,431	10,692	10,959	11,233	Includes 13% Paramedic Pay

FIRE CAPTAIN/PARAMEDIC

	1	2	3	4	5	
Fire Captain (Base Salary*)	10,479	10,741	11,010	11,285	11,567	*Included for reference
Fire Captain/Paramedic (Current Employees**)	12,384	12,694	13,011	13,337	13,670	**This includes current employees who promote to this rank in the future.
Fire Captain w/Paramedic New Employees hired after 1/1/22 who promote in the future	11,317	11,600	11,890	12,188	12,492	Includes 8% Paramedic Pay