

MANHATTAN BEACH FIREFIGHTERS' ASSOC.
Proposal #5– LAST BEST AND FINAL 7/12/2022

In response to the City's declaration of impasse and tender of a LAST BEST FINAL proposal on April 10, 2022, the Manhattan Beach Firefighters' Association hereby offers the following Last, Best and Final proposal.

1. **TERM:** 5.0 years (July 1, 2020 through June 30, 2025).
2. **SALARY:**
 - a. Effective April 10, 2022, implement an across the board base salary increase of three percent (3%).
 - b. Effective January 1, 2023, implement an across the board base salary increase of three percent (3%).
 - c. Effective January 1, 2024, implement an across the board base salary increase of three percent (3%).
 - d. Effective January 1, 2025, implement an across the board base salary increase of one and one-half percent (1.5%).
3. **CONVERSION OF CONSTANT STAFFING TO MINIMUM MANNING:**

If the City drops its proposal limiting the use of vacation leave to one employee per shift, the Association would agree to convert the constant staffing provision (Article 37) to a minimum staffing provision at the current level of eight (8) suppression personnel per shift (2 captains paramedics, 2 engineer paramedics and 4 firefighter paramedics)..

All other existing wages, hours and other terms and conditions of employment shall remain in full force and effect.