

City of Manhattan Beach
And
Manhattan Beach Fire Management Association
Agreement - October 21, 2020

Issue #	Subject	Status Quo	Agreement
1	Term	N/A	11/7/20 – 12/31/21
2	Salary	\$11,452 - \$14,898/Mo.	Effective the pay period following 1/1/20 (which is 1/4/20) employees shall receive a base salary increase of two percent (2%).
3	Education Incentive Pay	Up to 15 % Education Incentive for Qualifying Combination of education and longevity	<p>Effective November 7, 2020, education/longevity incentive pay is eliminated. In its place, the parties agree to add longevity pay of 15% for employees employed on January 1, 2020. This longevity pay increment will be for employees with 25 years of full-time paid sworn fire service experience. <i>The parties agree that to the extent permitted by law, Longevity Pay is special compensation as defined by CalPERS regulations and shall be reported as such to CalPERS pursuant to Title 2 CCR, Section 571(a)(1) and 571.1(b)(1) as Longevity Pay.</i></p> <p>This pay will sunset for any employees entering the BC classification after January 1, 2020.</p>
4	Merit Bonus	Up to 2.5% in order to recognize a particular program, project, or effort.	Effective November 7, 2020, the Battalion Chiefs will no longer be eligible for the Merit Bonus program (Rule XII Section 12 of the Personnel Rules – “Management/Confidential Bonus Plan”).
5	Vehicle Allowance	\$200/month	No change for current BC’s. Effective 1/1/20, newly promoted or hired employees into the bargaining unit will not receive the Vehicle Allowance.

6	Uniform Allowance	\$600/year	No change
7	Retirement	Employees contribute 9% member contribution towards retirement	<p>In addition to paying the member contribution, effective the pay period following 1/1/20 (which is 1/4/20) employees shall begin to pay an additional three percent (3%) retirement contribution for cost sharing. This will be treated as a pre-tax deduction per IRS Code section 414(h)(2).</p> <p>From 11/7/20 until the City is able to amend its contract with CalPERS to add the FMA, employees will pay the cost sharing per Government Code section 20516(f). Following approval of the MOU, the City begin the process to amend its contract with CalPERS so that cost sharing will be in accordance with 20516(a). As soon as the CalPERS contract amendment is complete, cost sharing will be per Government Code section 20516(a).</p>
8	Medical Insurance	City paid up to 95% of the premium cost up to a maximum of 95% of the PERS Choice Plan.	No change to current benefit.
9	Overtime	Overtime calculated at 1.5X employee rate.	<p>Longevity pay is removed from the calculation of overtime effective October 9, 2020.</p> <p>Between 11/7/20 and 12/31/20, overtime will be paid at time and one half of base hourly rate.</p> <p>Effective January 1, 2021, overtime (for working another employee's shift or for meetings for which overtime may be</p>

			<p>earned) earned by an employee will be paid at the employee's straight time base hourly rate. No additional special pays will be included in this rate.</p> <p>Effective November 7, 2020, employees may receive overtime for meetings that occur off duty if the Fire Chief approves an off-duty BC to be in attendance at an onsite meeting or meeting out in the field. There is no overtime for discretionary work performed off duty or any phone calls, text messages or virtual meetings (e.g., Zoom, Teams, Go to Meeting, etc.).</p>
10	General Leave (accrual)	Leave accrual based on years of service	No change for BC's employed at the time of Council approval of this agreement (November 4, 2020). For employees promoted or hired into the bargaining unit after Council approval of this agreement (November 4, 2020), leave accrual shall be based on years of full time service with the City of Manhattan Beach. Up to five (5) years of service may include years with another public agency.
11	General Leave (Requesting Vacation)		When an employee uses General Leave for reasons other than when an employee is injured or ill and does have the ability to provide advanced notice, it shall require prior approval of the Fire Chief. General Leave requests that are denied, shall be based on an operational necessity as determined by the Fire Chief.

12	Bereavement Leave	40 hours of paid bereavement leave in a 12-month period.	Effective November 7, 2020, 48 hours of leave in a 12-month period.
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CITY OF MANHATTAN BEACH

MANHATTAN BEACH FIRE MANAGEMENT ASSOCIATION

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