



**CITY OF MANHATTAN BEACH CITY HALL**

1400 Highland Avenue, Manhattan Beach, CA 90266

**WEBSITE:** [www.manhattanbeach.gov](http://www.manhattanbeach.gov) • **PHONE:** (310) 802-5000

**TO:** Honorable Mayor and Members of the City Council

**FROM:** Lisa Jenkins, Human Resources Director

**MEETING:** City Council Regular Meeting, September 20, 2022

**SUBJECT:** Agenda Item No. 8 – Public Hearing Regarding the Impasse Between the City of Manhattan Beach and the Manhattan Beach Firefighters’ Association

**DATE:** September 20, 2022

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## **SUPPLEMENTAL ATTACHMENT**

- PowerPoint Presentation (Rains Lucia Stern, Attorney Robert Exler)



# RLS RAINS LUCIA STERN ST. PHALLE & SILVER, PC



*Manhattan Beach Firefighters' Association*

## **City Council Impasse Presentation**

September 20, 2022

**SERVING ALL OF CALIFORNIA**

- MBFA is disheartened because:
  - City Council has cut off communications with MBFA.
  - **City Council disregarded the “settlement” proposed by the unbiased factfinder the parties mutually selected**
  - Important decisions being made without MBFA input.
  - MBFA concerned City is receiving information and opinions that are inaccurate, biased or misinformed.
- MBFA requests City pause imposition for two weeks and meet with MBFA to receive input directly, not through the filter of the CM, HR or negotiators.

# Background

**MBFA DOES MORE WITH LESS, saving the City \$\$**

City	# of FF	Size (miles <sup>2</sup> ) (Rounded)	Population	Houses	FF/Pop Ratio
Torrance	139	21	147,187	56,441	1 : 1,059
Newport Bch.	120	29	86,668	38,751	1 : 772
Santa Monica	120	8	92,603	47,149	1 : 771
Redondo	55	6	68,109	29,272	1 : 1,238
Beverly Hills	85	5	34,592	14,765	1 : 407
El Segundo	39	5	16,911	7,005	1 : 433
Culver City	60	5	39,436	16,923	1 : 657
<b>Manhattan Bch.</b>	<del>26</del> <b>24</b>	4	35,777	14,006	1 : 1,376

# Background

Despite Manhattan Beach having the lowest number of FFs per resident of any comparison agency.....

And

Despite Manhattan Beach has fewest FFs per house of any comparison agency.....

City Council is imposing a reduction of 2 sworn positions, from 26 to 24.

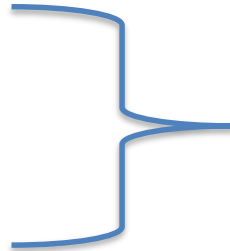
# Last, Best & Final Offers

# MBFA – Last, Best & Final Offer (7-12-22)

**TERM:** 5 years (through 6-30-2025). **SAME ENDING AS OTHER GROUPS**

**SALARY:**

- 3% effective 4-10-22
- 3% effective 1-1-23
- 3% effective 1-1-24
- 1.5% effective 1-1-25



**Same as all other city bargaining units**

*(...but their first raise was 1/1/22)*

**CONVERSION OF CONSTANT STAFFING TO MINIMUM MANNING:** 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) if City drops its proposal limiting the use of vacation leave to one employee per shift.



# City Last, Best & Final Offer (4-10-22)

**Term:** One Year from City Council Approval of MOU

**Salary:** 3% after council approval (but really less than 3% per City's new table!)

**Reduce Compensation for New Capt/PM and Eng/PM:** Reduce compensation for new Captain/PM by **-10.18%** and for new Engineer/Paramedic by **-5.13%**.

**Elongate Pay Schedules:** **Elongate pay schedules** by 2 steps at each rank to **delay step increases for employees.**

**Civilianize Fire Marshall and Fire Inspector:** Civilianize Fire Marshall and Fire Inspection positions upon City ability to hire civilian staff and **eliminate 2 sworn positions** through attrition.

**Reduce Longevity Pay:** **Reduce longevity pay** for New hires after 1/1/2022 to 15, 20 and 25 years of service, rather than 6, 9 and 14 years.

# City Last, Best & Final Offer (4-10-22)

**Training:** Employees attending elective training will have to shift trade on days that overlap with scheduled work shifts.

**Eliminate Holiday Leave:** **Eliminate Holiday Leave;** No longer allow employees time off for holidays, require employees to be paid for holiday leave.

**Vacation Time Off:** Only permit **one employee off per shift.**

**Eliminate Sick Leave Incentive:** **Eliminate sick leave conversion incentive.**

**Constant Staffing:** Convert “constant staffing” of 8 suppression personnel to “minimum staffing” of same number.

# Costing of MBFA Proposal

**TERM:** 5 years (7-1-2020 through 6-30-2025) [No cost]

**SALARY:**

- 0% effective July 1 2020-4/9/2022 (1 year 9 months) \$ 0.00
- 3% effective 4/10/2022 \$ 14,350
- 3% effective 1/1/2023 \$ 209,739
- 3% effective 1/1/2024 \$ 216,030
- 1.5% effective 1/1/2025 \$ 111,255

**TOTAL \$551,374 [or about \$110,275/year (1.6%/year)]**

# CITY'S FINANCIAL ABILITY – GF Reserves

MANHATTAN BEACH COMPREHENSIVE ANNUAL FINANCIAL REPORT (CAFR) DATA							
Fiscal Year ending June 30	General Fund Balance at FY end (Rounded to nearest \$1,000)	General Fund Non-Spendable (Rounded to nearest \$1,000)	General Fund Restricted (Rounded to nearest \$1,000)	General Fund Committed (Rounded to nearest \$1,000)	General Fund Assigned (Rounded to nearest \$1,000)	General Fund Unassigned (Rounded to nearest \$1,000)	Notes
2021	\$32,610,000		\$1,900,000		\$92,000	\$30,692,000	2021 CAFR page 32
2020	\$26,686,000	\$73,000	\$1,366,000	-	\$130,000	\$25,117,000	2020 CAFR page 32.
2019	\$26,455,000	\$691,000	\$1,069,000	-	-	\$24,455,000	2019 CAFR page 30.

# CITY'S FINANCIAL ABILITY

- In City's 2022-23 Adopted Budget, the City touts:
  - The General Fund was adopted with an operating **surplus of \$1.4M** for FY 22-23.
  - This in addition to general fund surplus **increase of \$5.925M** from FY20 to FY21.
  - Includes \$4.0M General Fund transfers to Capital Improvement Fund.
  - Includes \$1.7M subsidy to Stormwater Fund and Street Lighting & Landscape Fund.
- City's **AAA credit rating** was reaffirmed by S&P.

# CONSUMER PRICE INDEX INFORMATION

## CPI SINCE LAST MBFA RAISE

### CPI Inflation Calculator

\$

in

has the same buying power as

in

# Market Survey Data



## **MANHATTAN BEACH FIREFIGHTERS' ASSOCIATION**

### **TOTAL COMPENSATION SURVEY**

**FIREFIGHTER/PARAMEDIC**

**FIRE ENGINEER/PARAMEDIC**

**FIRE CAPTAIN/PARAMEDIC**

Effective July 2022





# **FIREFIGHTER/PARAMEDIC**



# MAXIMUM COMPENSATION as of JULY 2022

## FIREFIGHTER/PARAMEDIC w/ 5 YEARS EXPERIENCE

Assumptions: EMT upon hire. Firefighter I, Firefighter II, AA after 5 years of service. BA after 10 years of service. If uniforms are provided by employer without a uniform allowance or amount reported to CalPERS (or applicable pension system), \$100 per month used.

### COMPENSATION

Pensionable?	Y	Y	Y	Y	Y	PEPRA N / Classic Y	N	N	N	N	N		
Beginning of YEAR 6 (Hired JULY 2017)	Base Pay	EMT, FF1, FF2	Paramedic Assignment - where applicable	Education	Longevity	Uniform	EE paid retirement	Max ER Contribution Health Ins.	Max ER Contribution Dental Ins.	Max ER Contribution Vision Ins.	ER Paid Deferred Compensation	TOTAL COMP / MONTH	TOTAL COMP / YEAR
BEVERLY HILLS	\$10,692	\$294	\$1,552	\$294	\$0	\$67	-\$1,540	\$1,966	\$0	\$0	\$383	\$13,708	\$164,501
CULVER CITY	\$8,528	\$1,279	\$1,279	\$171	\$0	\$124	-\$1,576	\$1,801	\$0	\$0	\$0	\$11,606	\$139,274
EL SEGUNDO	\$9,562	\$0	\$0	\$0	\$0	\$100	-\$1,315	\$1,650	\$135	\$0	\$0	\$10,132	\$121,587
NEWPORT BEACH	\$8,970	\$0	\$0	\$314	\$0	\$127	-\$1,253	\$1,973	\$0	\$0	\$135	\$10,264	\$123,173
REDONDO BEACH	\$8,461	\$254	\$0	\$254	\$0	\$100	-\$1,121	\$1,850	\$0	\$0	\$0	\$9,798	\$117,571
SANTA MONICA	\$11,216	\$0	\$0	\$561	\$0	\$105	-\$1,178	\$2,330	\$101	\$12	\$651	\$13,798	\$165,572
TORRANCE	\$6,269	\$157	\$1,191	\$376	\$878	\$13	-\$998	\$1,406	\$76	\$3	\$137	\$9,508	\$114,095
<b>Average</b>	<b>\$9,100</b>	<b>\$283</b>	<b>\$575</b>	<b>\$281</b>	<b>\$125</b>	<b>\$91</b>	<b>(\$1,283)</b>	<b>\$1,854</b>	<b>\$45</b>	<b>\$2</b>	<b>\$186</b>	<b>\$11,259</b>	<b>\$135,110</b>
<b>Median</b>	<b>\$8,970</b>	<b>\$157</b>	<b>\$0</b>	<b>\$294</b>	<b>\$0</b>	<b>\$100</b>	<b>(\$1,253)</b>	<b>\$1,850</b>	<b>\$0</b>	<b>\$0</b>	<b>\$135</b>	<b>\$10,264</b>	<b>\$123,173</b>
MANHATTAN BEACH	\$9,707	\$0	\$0	\$0	\$485	\$50	-\$1,335	\$1,705	\$165	\$19	\$0	\$10,796	\$129,556
\$ to reach average	-\$607											\$463	\$5,555
\$ to reach median	-\$737											-\$532	-\$6,383

# FIREFIGHTER/PARAMEDIC RANKING

Agency	FIREFIGHTER/PM - 5 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$13,798	1
BEVERLY HILLS	\$13,708	2
CULVER CITY	\$11,606	3
AVERAGE	\$11,259	
MANHATTAN BEACH	\$10,796	4
NEWPORT BEACH	\$10,264	5
EL SEGUNDO	\$10,132	7
REDONDO BEACH	\$9,798	6
TORRANCE	\$9,508	8

# FIREFIGHTER/PARAMEDIC RANKING

Agency	FIREFIGHTER/PM - 10 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$14,094	1
BEVERLY HILLS	\$14,087	2
CULVER CITY	\$12,165	3
AVERAGE	\$12,070	
EL SEGUNDO	\$11,528	4
NEWPORT BEACH	\$11,506	5
MANHATTAN BEACH	\$11,329	6
REDONDO BEACH	\$10,893	7
TORRANCE	\$10,220	8

# FIREFIGHTER/PARAMEDIC RANKING

Agency	FIREFIGHTER/PM - 15 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$14,094	1
BEVERLY HILLS	\$14,087	2
AVERAGE	\$12,446	
CULVER CITY	\$12,380	3
EL SEGUNDO	\$12,148	4
MANHATTAN BEACH	\$11,756	5
TORRANCE	\$11,697	6
NEWPORT BEACH	\$11,506	7
REDONDO BEACH	\$11,211	8

# FIREFIGHTER/PARAMEDIC RANKING

Agency	FIREFIGHTER/PM - 20 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$14,599	1
BEVERLY HILLS	\$14,087	2
EL SEGUNDO	\$12,768	3
AVERAGE	\$12,734	
CULVER CITY	\$12,595	4
TORRANCE	\$11,854	5
MANHATTAN BEACH	\$11,756	6
NEWPORT BEACH	\$11,729	7
REDONDO BEACH	\$11,505	8

# FIREFIGHTER/PARAMEDIC RANKING

Agency	FIREFIGHTER/PM - 25 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$14,599	1
BEVERLY HILLS	\$14,087	2
AVERAGE	\$12,855	
EL SEGUNDO	\$12,768	3
CULVER CITY	\$12,739	4
TORRANCE	\$12,324	5
NEWPORT BEACH	\$11,818	6
MANHATTAN BEACH	\$11,756	7
REDONDO BEACH	\$11,651	8

# Summary of Market Survey Data – FF/PM

Year of Service	ESPOA Market Position	Above/Below Average
5 years	4 <sup>th</sup> of 8	- 4.3%
10 years	6 <sup>th</sup> of 8	- 6.5%
15 years	5 <sup>th</sup> of 8	- 5.9%
20 years	6 <sup>th</sup> of 8	- 8.3%
25 years	7 <sup>th</sup> of 8	- 9.6%





# FIRE ENGINEER/PARAMEDIC



# FIRE ENGINEER/PARAMEDIC RANKING

<b>Agency</b>	<b>ENGINEER/PM - 10 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022</b>	<b>Rank</b>
BEVERLY HILLS	\$13,594	1
SANTA MONICA	\$13,524	2
CULVER CITY	\$12,796	3
AVERAGE	\$12,660	
MANHATTAN BEACH	\$11,945	4
EL SEGUNDO	\$10,725	5

# FIRE ENGINEER/PARAMEDIC RANKING

Agency	ENGINEER/PM - 15 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$16,080	1
BEVERLY HILLS	\$14,869	2
AVERAGE	\$14,190	
MANHATTAN BEACH	\$13,472	3
CULVER CITY	\$13,011	4
EL SEGUNDO	\$12,799	5

# FIRE ENGINEER/PARAMEDIC RANKING

Agency	ENGINEER/PM - 20 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$16,594	1
BEVERLY HILLS	\$14,869	2
AVERAGE	\$14,527	
MANHATTAN BEACH	\$13,472	3
EL SEGUNDO	\$13,419	4
CULVER CITY	\$13,226	5

# FIRE ENGINEER/PARAMEDIC RANKING

Agency	ENGINEER/PM - 25 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$16,594	1
BEVERLY HILLS	\$14,869	2
AVERAGE	\$14,563	
MANHATTAN BEACH	\$13,472	3
EL SEGUNDO	\$13,419	4
CULVER CITY	\$13,369	5

# Summary of Market Survey Data – ENG/PM

Year of Service	ESPOA Market Position	Above/Below Average
10 years	4 <sup>th</sup> of 5	- 6.0%
15 years	3 <sup>rd</sup> of 5	- 5.3%
20 years	3 <sup>rd</sup> of 5	- 7.8%
25 years	3 <sup>rd</sup> of 5	- 8.10%



## **FIRE CAPTAIN/PARAMEDIC**



# FIRE CAPTAIN/PARAMEDIC RANKING

Agency	CAPTAIN/PARAMEDIC - 10 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$16,911	1
BEVERLY HILLS	\$15,304	2
AVERAGE	\$14,870	
CULVER CITY	\$14,365	3
MANHATTAN BEACH	\$13,586	4
EL SEGUNDO	\$12,902	5



# FIRE CAPTAIN/PARAMEDIC RANKING

Agency	CAPTAIN/PARAMEDIC - 15 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$18,498	1
BEVERLY HILLS	\$16,766	2
AVERAGE	\$16,087	
MANHATTAN BEACH	\$15,364	3
CULVER CITY	\$14,580	4
EL SEGUNDO	\$14,503	5

# FIRE CAPTAIN/PARAMEDIC RANKING

Agency	CAPTAIN/PARAMEDIC - 20 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$19,105	1
BEVERLY HILLS	\$16,766	2
AVERAGE	\$16,471	
MANHATTAN BEACH	\$15,364	3
EL SEGUNDO	\$15,220	4
CULVER CITY	\$14,795	5

# FIRE CAPTAIN/PARAMEDIC RANKING

Agency	CAPTAIN/PARAMEDIC - 25 YEARS EXPERIENCE TOTAL COMPENSATION as of July 2022	Rank
SANTA MONICA	\$19,105	1
BEVERLY HILLS	\$16,766	2
AVERAGE	\$16,507	
MANHATTAN BEACH	\$15,364	3
EL SEGUNDO	\$15,220	4
CULVER CITY	\$14,938	5



# Summary of Market Survey Data – CAPT/PM

Year of Service	ESPOA Market Position	Above/Below Average
10 years	4 <sup>th</sup> of 5	- 9.4%
15 years	3 <sup>rd</sup> of 5	- 4.7%
20 years	3 <sup>rd</sup> of 5	- 7.2%
25 years	3 <sup>rd</sup> of 5	- 7.4%

# Total Compensation Market Survey Data

Year of Service	Firefighter/PM		Engineer/PM		Captain/PM	
	MBFA Market Position	% Above/Below Average	MBFA Market Position	% Above/Below Average	MBFA Market Position	% Above/Below Average
5 years	4 <sup>th</sup> of 8	- 4.3%	--	--	--	--
10 years	6 <sup>th</sup> of 8	- 6.5%	4 <sup>th</sup> of 5	- 6.0%	4 <sup>th</sup> of 5	- 9.4%
15 years	5 <sup>th</sup> of 8	- 5.9%	3 <sup>rd</sup> of 5	- 5.3%	3 <sup>rd</sup> of 5	- 4.7%
20 years	6 <sup>th</sup> of 8	- 8.3%	3 <sup>rd</sup> of 5	- 7.8%	3 <sup>rd</sup> of 5	- 7.2%
25 years	7 <sup>th</sup> of 8	- 9.6%	3 <sup>rd</sup> of 5	- 8.1%	3 <sup>rd</sup> of 5	- 7.4%

# Reduce Paramedic Pay/ Extend Salary Ranges

# Reduce Paramedic Pay

City Proposal: Reduce Paramedic Pay for Engineers and Captains hired after 1/2022 by 5.13% and 10.18%, respectively.

MBFA: Status Quo

- All MBFD members are paramedics. This proposal constitutes a 5.13% and 10.18% pay cut for all prospectively-hired Engineers and Captains.
- These proposed cuts would devastate MBFD vs. The Market

# Reduce Paramedic Pay

Fire Engineer with 13% Paramedic pay

City	Engineer/PM (EMT, FF1, FF2)
Beverly Hills	\$13,277
Culver City	\$11,768
El Segundo	\$10,302
Newport	Does not employ Eng/PM
Redondo	Does not employ Eng/PM
Santa Monica	\$13,394
Torrance	Does not employ Eng/PM
<b>Manhattan Beach</b>	<del>\$11,402</del> <b>\$10906</b>
<b>AVERAGE</b>	\$12,185

(- 11.73%)



# Reduce Paramedic Pay

Fire Captain with 8% Paramedic pay

City	Captain/PM (EMT, FF1, FF2)
Beverly Hills	\$15,219
Culver City	\$13,534
El Segundo	\$11,908
Newport	Does not employ Capt/PM
Redondo	Does not employ Capt/PM
Santa Monica	\$15,802
Torrance	Does not employ Capt/PM
Manhattan Beach	<del>\$13,272</del> <b>\$12,128</b>
<b>AVERAGE</b>	<b>\$14,116</b>

**(- 16.38%)**

# Reduce/Extend Salary Ranges

## City Proposal: Reduce/Extend Salary Ranges for Existing Employees Who Promote and All New Hires.

- City proposes to extend Firefighter range from 5 steps to 7 steps.
- City proposes to extend Engineer and Captain ranges from 3 steps to 5 steps.
- **Market average is 5 steps for FF; 3 steps for Eng and Capt.:**

City	Firefighter Steps	Engineer Steps	Captain Steps
Beverly Hills	5	3	3
Culver City	6	1	1
El Segundo	5	5	5
Newport	8	8	8
Redondo	2	2	2
Santa Monica	5	2	2
Torrance	6	3	3
<b>Manhattan Beach</b>	<b>(5) 7</b>	<b>(3) 5</b>	<b>(3) 5</b>
<b>AVERAGE</b>	<b>5.2</b>	<b>3.4</b>	<b>3.4</b>

# Reduce/Extend Salary Ranges

## City Proposal: Reduce/Extend Salary Ranges for Existing Employees Who Promote and All New Hires.

### YEARS TO TOP STEP.

(For Eng & Capt time is calculated when promoting from top step of prior rank )

City	Firefighter Years To T/S	Engineer Years To T/S (from T/S FF)	Captain Years To T/S (from T/S Eng)
Beverly Hills	4	2	2
Culver City	5	0	0
El Segundo	4	0	2
Newport	1	1	2
Redondo	1	0	1
Santa Monica	4	0	2
Torrance	5	1	2
<b>Manhattan Beach</b>	<b>6 years</b>	<b>4 years</b>	<b>4 years</b>
<b>MKT. AVERAGE</b>	<b>3.4 years</b>	<b>6 months</b>	<b>18 months</b>

# Reduce PM/Extend Salary Range - Engineers

- Will cost engineers roughly **\$43K** in base pay their first 5 years and **over \$65K** in lost compensation with overtime, roll ups, etc. Will cost engineers over **\$200K** over a 20 year career as an engineer in lost total compensation.

Figures include 3% COLA	1	2	3	4	5 +
Current	127,836	134,220	140,940	--	--
Reduced Step	127,680	130,382	134,136	137,496	140,928
w/ PM cut	122,112	125,172	128,304	131,508	134,796
Difference	<b>-5,724</b>	<b>-9,048</b>	<b>-12,636</b>	<b>-9432</b>	<b>-6,144</b>

# Reduce PM/Extend Salary Range - Captains

- Will cost Captains roughly **\$83K** in base pay their first 5 years and **over \$125K+** in lost compensation with overtime, roll ups, etc. Will cost captains over **\$440K** over a 20 year career as a captain in lost total compensation.

Figures include 3% COLA	1	2	3	4	5 +
Current	148,802	156,243	164,042	--	--
Reduced Step	148,608	152,328	156132	160044	164040
w/ PM cut	135,804	139,200	142680	146256	149904
Difference	<b>-12,998</b>	<b>-17,043</b>	<b>-21362</b>	<b>-17,786</b>	<b>-14,138</b>

# Total Compensation Market Survey Data

Year of Service	Firefighter/PM		Engineer/PM		Captain/PM	
	MBFA Market Position	% Above/Below Average	MBFA Market Position	% Above/Below Average	MBFA Market Position	% Above/Below Average
5 years	4 <sup>th</sup> of 8	- 4.3%	--	--	--	--
10 years	6 <sup>th</sup> of 8	- 6.5%	4 <sup>th</sup> of 5	- 6.0%	4 <sup>th</sup> of 5	- 9.4%
15 years	5 <sup>th</sup> of 8	- 5.9%	3 <sup>rd</sup> of 5	- 5.3%	3 <sup>rd</sup> of 5	- 4.7%
20 years	6 <sup>th</sup> of 8	- 8.3%	3 <sup>rd</sup> of 5	- 7.8%	3 <sup>rd</sup> of 5	- 7.2%
25 years	7 <sup>th</sup> of 8	- 9.6%	3 <sup>rd</sup> of 5	- 8.1%	3 <sup>rd</sup> of 5	- 7.4%

# Civilianize Fire Marshal and Fire Inspector / Eliminate 2 Sworn Positions

# Background

**MBFA DOES MORE WITH LESS, saving the City \$\$**

City	# of FF	Size (miles <sup>2</sup> ) (Rounded)	Population	Houses	FF/Pop Ratio
Torrance	139	21	147,187	56,441	1 : 1,059
Newport Bch.	120	29	86,668	38,751	1 : 772
Santa Monica	120	8	92,603	47,149	1 : 771
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Beverly Hills	85	5	34,592	14,765	1 : 407
El Segundo	39	5	16,911	7,005	1 : 433
Culver City	60	5	39,436	16,923	1 : 657
<b>Manhattan Bch.</b>	<b>26 24</b>	<b>4</b>	<b>35,777</b>	<b>14,006</b>	<b>1 : 1,376</b>



# Civilianize Fire Marshall & Fire Investigator

City Proposal: Civilianize Fire Marshall and Fire Inspection positions upon City ability to hire civilian staff and **eliminate sworn positions** through attrition.

CITY	FIRE MARSHAL	INSPECTOR
Beverly Hills	Sworn (BC)	Sworn
Culver City	Sworn (BC)	Sworn
El Segundo	Civilian	Civilian
Newport	Civilian	Civilian
Redondo	Sworn (DC)	Civilian
Santa Monica	Sworn (DC)	Sworn
Torrance	Sworn (DC)	Civilian
Man. Beach	Sworn (Capt)	Sworn

# Civilianize Fire Marshall & Fire Investigator

- Sworn personnel in Fire Marshall and Fire Inspector bring “field” experience in suppression to provide better quality service.
- Sworn personnel working as FM and FI provide coverage in emergencies and short-notice absences averting need for overtime and hire backs.
- On-Duty sworn personnel are resources to respond promptly when all other MBFD units are tied up on calls.
- A resource to cover suppression personnel for meetings, training, court appearances etc. averting the need to pay overtime or hire back.
- Coverage for strike team and line medic assignments.
- Fire Safety Officer for filming, pyrotechnics, assemblies etc.

(State requires FSO have 2 yrs exp. F/T firefighter, complete Fire Prevention 1A cert., EMT certified and/or CPR/first-aid training.)

# Reduce Longevity Pay

# Reduce Longevity Pay for New Hires

City Proposal: **Reduce Longevity Pay** for new hires after 1/1/2022 to 15, 20 and 25 years of service, rather than 3, 9 and 14 years.

MBFA: Status Quo.

Agency	Benefit
BEVERLY HILLS	None.
CULVER CITY	10 yrs \$500/mo; 15 yrs \$750/mo; 20 yrs \$1,000/mo; 25 yrs. \$1,167/mo
EL SEGUNDO	Hired before 11/28/2015 <u>FF/PM, Eng:</u> 6.5 yrs \$494/mo.; 13 yrs \$1,198/mo.; 19 yrs \$1,902/mo.; 26 yrs \$2,747/mo. <u>Capt:</u> 6.5 yrs \$570/mo.; 13 yrs \$1,385/mo.; 19 yrs \$2,200/mo.; 26 yrs \$3,177/mo..
	Hired on or after 11/28/2015 All Ranks: 6 yrs \$500/mo.; 13 yrs \$700/mo.; 20 yrs \$900/mo.
NEWPORT BEACH	16 yrs 1.5%; 20 yrs 2.5%; 25 yrs 3.5%
REDONDO BEACH	5 years - 5% (F-Step) 10 years- 12% (G-Step) 15 years 16% (H-Step) 19 years +2; 20 years +4%; 21 years +6% - On E-Step
SANTA MONICA	10 yrs 5% ; 20 yrs 10%
TORRANCE	4 yrs 14%; 15 yrs 24%; 19 yrs 26.5%; 24 yrs 34%
MANHATTAN BEACH	CURRENT: 3 yrs 5%; 9 yrs 10%; 14 yrs 15% PROPOSED FOR THOSE HIRED AFTER 01/01/2022: 15 yrs 5%; 20 yrs 10% ; 25 yrs 15%

# Reduce Longevity Pay for New Hires

**City Proposal:** Reduce longevity pay for new hires after 1/1/2022 to 15, 20 and 25 years of service, rather than 3, 9 and 14 years.

- Currently 4 of 8 agencies begin longevity during first 5 years.
- 6 of 8 agencies pay longevity during years 6-10.
  - City proposal would cause MBFA to lag behind market.
  - Average longevity at 6-10 years is \$480/month. City proposes \$0.
- City proposal would have MBFA employees trail market 25 years of 30 year career.
- City proposal would cost each employee **\$220,000-\$300,000 in lost longevity** over 30 year career; **nearly \$330,000-\$450,000 in lost total comp.**

# Reduce Longevity Pay for New Hires

## Longevity Market *if* City Proposal Adopted

FF/PM	1-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25+ years
Beverly Hills	\$0	\$0	\$0	\$0	\$0	\$0
Culver City	\$0	\$0	\$500	\$750	\$1000	\$1167
El Segundo	\$0	\$494	\$1199	\$1902	\$1902	\$2748
Newport	\$0	\$0	\$0	\$123 (1.5%)	\$205 (2.5%)	\$287 (3.5%)
Redondo	\$0	\$403 (5%)	\$967 (12%)	\$1449 (18%)	\$1610 (20%)	\$1771 (22%)
Santa Monica	\$0	\$0	\$518 (5%)	\$518 (5%)	\$1036 (10%)	\$1036 (10%)
Torrance	\$878 (14%)	\$878 (14%)	\$878 (14%)	\$1661 (26.5%)	\$2131 (34%)	\$2131 (34%)
Man. Beach	0	0	0	\$485 (5%)	\$971 (10%)	\$1456 (15%)
<b>AVERAGE</b>	<b>\$125</b>	<b>\$254</b>	<b>\$580</b>	<b>\$915</b>	<b>\$1126</b>	<b>\$1305</b>

# Total Comp – **WITH CURRENT LONGEVITY**



Year of Service	Firefighter/PM		Engineer/PM		Captain/PM	
	MBFA Market Position	% Above/Below Average	MBFA Market Position	% Above/Below Average	MBFA Market Position	% Above/Below Average
5 years	4 <sup>th</sup> of 8	- 4.3%	--	--	--	--
10 years	6 <sup>th</sup> of 8	- 6.5%	4 <sup>th</sup> of 5	- 6.0%	4 <sup>th</sup> of 5	- 9.4%
15 years	5 <sup>th</sup> of 8	- 5.9%	3 <sup>rd</sup> of 5	- 5.3%	3 <sup>rd</sup> of 5	- 4.7%
20 years	16 <sup>th</sup> of 8	- 8.3%	3 <sup>rd</sup> of 5	- 7.8%	3 <sup>rd</sup> of 5	- 7.2%
25 years	7 <sup>th</sup> of 8	- 9.6%	3 <sup>rd</sup> of 5	- 8.1%	3 <sup>rd</sup> of 5	- 7.4%

# Eliminate Holiday Leave



# Eliminate Holiday Leave

City Proposal: No longer allow employees time off for holidays, require employees to be paid for holiday leave.

MBFA: Status quo

- City proposal is contrary to the market.
- Reduces employee's flexibility for time-off that impacts negatively mental wellness, marital relations, familial relations, ability be with children.
- Contrary to what is provided to all other employees.

# Eliminate Holiday Leave

## MBFA vs. ALL OTHER CITY EMPLOYEES

HOLIDAY LEAVE	
LABOR GROUP	BENEFIT
POA	<b>Time off or Pay.</b> Holiday Bank. Unused hours cashed out or converted to vacation at end of yr.
PMA	<b>Time off or Pay.</b> Holiday Bank. Unused hours cashed out at end of yr.
Fire Mgt	<b>Time off.</b> Employees accrue GL. Can use GL on holidays or cash out.
Teamsters	<b>Time off.</b> Employee who are required to work on holidays bank hours for later use.
Mid-Mgt	<b>Time off.</b> Employees off on holidays. Accrue leave for holidays that fall on days off. Banked time used as vacations or may carry over 40 hrs.
Confid.	<b>Time off.</b> Employees off on holidays. Accrued leave for holidays that fall on days off. Banked time used as vacations or may carry over 40 hrs.
Executive	<b>Time off.</b> Employees off on holidays. Accrued leave for holidays that fall on days off. Banked time used as vacations or may carry over 40 hrs.
CM Bruce Moe	<b>Time off.</b> Employee off on holiday. Employee accrues GL and has option to sell GL each year.

# Eliminate Holiday Leave

City proposal is contrary to labor market norm (5 of 7 agencies):

HOLIDAY LEAVE	
AGENCY	BENEFIT
BEVERLY HILLS	<b>Time off or pay.</b> Unused hours cashed out at end of calendar year.
CULVER CITY	<b>Time off or pay.</b> When 216 hours cap reached, paid as earned automatically.
EL SEGUNDO	Pay only.
NEWPORT BEACH	<b>Time off or pay.</b> Upon hire, one-time option to take future holidays up to 1/2 cash and the remainder added to flex time. Otherwise all holiday time is added to flex time bank.
REDONDO BEACH	<b>Time off or pay.</b> Unused hours cashed out or converted to vacation end of yr.
SANTA MONICA	<b>Time off or pay.</b> Unused hours cashed out at end of year.
TORRANCE	Pay only.
MANHATTAN BEACH	<b>Time off or pay.</b> CITY PROPOSAL: Pay only.

# Eliminate Holiday Leave

- MBFA receives less holiday leave than others in the market.

HOLIDAY LEAVE	
AGENCY	Hours Per Year
BEVERLY HILLS	132
CULVER CITY	156
EL SEGUNDO	140
NEWPORT BEACH	144
REDONDO BEACH	144 (increases to 216 @ 20 yrs)
SANTA MONICA	156
TORRANCE	134
MANHATTAN BEACH	96
<b>AVERAGE</b>	<b>142 hours (152 hours @ 20 yrs)</b>
	<b>- 46 hours</b> <b>(-56 hours @ 20 years)</b>

# Eliminate Holiday Leave

City Proposal: No longer allow employees time off for holidays, require employees to be paid for holiday leave.

MBFA: Status Quo

- City proposal is contrary to the market
- Contrary to what is provided to all other employees.
- Reduces employee time-off that impacts negatively mental wellness, marital relations, familial relations, ability be with children.

**Harmful**  
**Treats MBFA Differently Than**  
**All Other City Employees.**  
**Contrary To Market.**  
**Harms Families, Mental Health**

# Vacation Leave Limit

# Vacation Time Off Limit 1 Per Shift

City Proposal: Permit only one employee off on vacation leave per shift.

MBFA: Status quo

- Unprecedented in the market
- Unprecedented in the City.
- Unreasonable and unnecessary (doesn't save money since every vacancy requires backfill – proposed purely for spite.)
- Vacation requests already vetted by supervisors for coverage and effects on Department.

# Vacation Time Off Limit 1 Per Shift

## LIMIT OF PERSONNEL OFF PER SHIFT - Market

AGENCY	LIMIT
BEVERLY HILLS	No
CULVER CITY	No
EL SEGUNDO	No
NEWPORT BEACH	No
REDONDO BEACH	No
SANTA MONICA	No
TORRANCE	No
MANHATTAN BEACH	Current: No; City Proposal: Limited to 1 per shift



# Vacation Time Off Limit 1 Per Shift

## LIMIT OF PERSONNEL OFF PER SHIFT – Labor Units

LABOR GROUP	BENEFIT
POA	No
PMA	No
Fire Mgt	No
Teamsters	No
Mid-Mgt	No
Confid.	No
Executive	No

# Eliminate Sick Leave Incentive

# Eliminate Sick Leave Incentive

City Proposal: Eliminate sick leave conversion incentive

MBFA: Status quo

- Other City employees that accrue sick leave have same benefit as MBFA (i.e., POA; Teamsters).
  - City proposal would place MBFA in worse position than other City employees with sick leave benefits.
  - City employees who accrue general leave can cash out all accrued unused GL upon separation.
- Market generally provides sick leave incentive benefits.

# Eliminate Sick Leave Incentive

Sick Leave Incentive	
AGENCY	LIMIT
BEVERLY HILLS	Employees with 15 years can use sick leave for deferred comp.
CULVER CITY	At 576 hours, ½ sick leave accrued paid in cash; at 1080 hours, all sick leave paid in cash
EL SEGUNDO	Employees paid 50% of sick leave in case upon reaching 1584 hours.
NEWPORT BEACH	General Leave
REDONDO BEACH	\$2500/yr if no sick leave used; \$1000/yr if one shift or less
SANTA MONICA	Sell back with sliding scale based on sick leave used that year.
TORRANCE	At 440 hours, employee can take cash or deferred comp
MANHATTAN BEACH	91-144 hours ½ converted to vacation; 60-90 hours ¼ converted to vacation

## MBFA Attempts to Settle

- MBFA requested mediation multiple times.
- City Council refused each time and claimed factfinding was part of mediation.
- City Council provided no authority to labor counsel to mediate during factfinding.
- Parties received the mutually-selected, unbiased factfinders recommendation after he heard the merits of each side's case.
- City rejected each recommendation without meeting or comment.

## MBFA Requests

MBFA requests that the City Council pause imposition for 2 weeks and meet with MBFA to receive input directly, not through the filter of its CM, HR or negotiator.

- Hear the TRUTH.
- Make an informed decision
- Consider alternatives from stakeholders
- Cultivate harmonious labor relations

# RLS RAINS LUCIA STERN ST. PHALLE & SILVER, PC



## Questions?

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