



# ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 2- FIREFIGHTING, LOCAL 1401

City Council Meeting  
April 9, 2019

Jeremia Mills  
Employee Relations Manager,  
Human Resource Department

# BACKGROUND

The City's representatives and representatives of IAFF Local 1401, representing the City's Unit 2 – Firefighting, have met and conferred concerning a successor Memorandum of Understanding and have agreed on a contract.

- The new contract will be for July 1, 2017- June 30, 2020

# Primary Economics

- Salary increase equivalent to a 3.5% year 1 and a 3.5% in year 2, effective March 31, not retroactive
- 2.5% salary increase in year 3
- A one-time, non-pensionable lump sum payment :
  - \$5,000 for Firefighter,
  - \$5,500 for Fire Engineer and Fire Inspector
  - \$6,250 for Fire Captain and Assistant Fire Marshal
- 1.5% increase in the classic members, employee contribution to CalPERS

# Additional Changes

- With the next plan year the City's maximum contribution to health insurance for active full-time employees will be reduced from equal to CalPERS Blue Shield premium to equal to CalPERS Kaiser premium.
  - Employees who are enrolled in a medical plan above the Kaiser maximum as of April 1, 2019 will have a maximum city contribution of \$885/month for single plans, \$1,770 for two-party plans, and \$2300/month for family plans.

# Additional Changes

- Changes to the City's calculation of the Fair Labor Standards Act "regular rate of pay", to include Holiday-in-Lieu and Sick Leave Incentive Pay.
- The City will pay the cost to PERS for the Fourth Level Survivor Benefits.
- Changes to Education Incentive, removing the six year waiting period to receive the premium.
- Changes to the Telestaff premium converting Telestaff Hiring Captain pay from flat rate to 2.5% premium pay and adding Acting Telestaff Hiring Captain premium.
- Other MOU language clean-up.

# Fiscal Impact

The estimated cost of this Resolution is \$1,093,077 for fiscal year 18/19 and an estimated ongoing increased cost of \$2,186,988.

# RECOMMENDATION

The Human Resources Department and the City Manager's Office recommend that the Council, by resolution, adopt the Memorandum of Understanding for an agreement for and on behalf of, the employees in the City's Bargaining Unit 2 – Firefighting, represented by the IAFF Local 1401.

QUESTIONS?