

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL

FROM: JEREMIA MILLS, EMPLOYEE RELATIONS MANAGER, HUMAN RESOURCES DEPARTMENT

SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 2 - FIREFIGHTING, REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (IAFF), LOCAL 1401 EFFECTIVE JULY 1, 2017 THROUGH JUNE 30, 2020

AGENDA ACTION: RESOLUTION

RECOMMENDATION

It is recommended by the Human Resources Department and the City Manager's Office 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, and effective July 1, 2017 to June 30, 2020.

EXECUTIVE SUMMARY

By adopting this Resolution, Council will bring this bargaining unit under contract through June 30, 2020.

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 significant changes to the new agreement are: a salary increase equivalent to a 3.5% salary increase effective July 1, 2017 and 3.5% salary increase effective July 1, 2018, which will be effective March 31, 2019, and have no retroactive effect on salary or pension contributions; a one-time, non-pensionable lump sum payment of \$5,000 for Firefighters, \$5,500 for Fire Engineers and Fire Inspectors, and \$6,250 for Fire Captains and Assistant Fire Marshals; and an increased employee contribution to CalPERS.

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Additionally, in year 3, all employees in the unit will receive a 2.5% salary increase and the City's contribution to health benefits will be reduced.

ANALYSIS

Chapter 2-36 of the Santa Rosa City Code and the Rules and Regulations pertaining to Employer-Employee Relations adopted thereunder, establishes procedures and a reasonable period of time for the meet and confer process to take place between the City's management representatives and representatives of recognized employee organizations, all in accordance with the provisions of the Meyers-Milias-Brown Act and applicable laws.

A summary of the changes to the Unit 2 – Memorandum of Understanding, effective July 1, 2017 to June 30, 2020:

- A salary increase equivalent to a 3.5% salary increase effective July 1, 2017 and a 3.5% salary increase effective July 1 2018, to become effective March 31, 2019, for all employees in the unit except that the pay increases shall not be retroactive, shall take effect only on March 31, 2019, and shall have no effect on pension contributions or calculations.
- A 2.5% salary increase effective the first full pay period following July 1, 2019.
- A one-time, non-pensionable lump sum payment of \$5,000 for Firefighter, \$5,500 for Fire Engineer and Fire Inspector, and \$6,250 for Fire Captain and Assistant Fire Marshal classifications by May, 2019.
- A 1.5% increase in the classic members, employee contribution to CalPERS, effective March 31, 2019.
- Effective January 1, 2020 the City's maximum contribution to health insurance for active full-time employees will be reduced from an amount equal to CalPERS Blue Shield premium to an amount 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.
- 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, effective March 31, 2019.
- Effective March 31, 2019 the City will pay the cost to PERS for the Fourth Level Survivor Benefits.
- A change to the Education Incentive, removing the six-year waiting period to receive the premium.
- Changes to the Telestaff premium converting Telestaff Hiring Captain pay from \$25.00 per day to a 2.5% premium pay, and adding a 2.5% Acting Telestaff Hiring Captain premium pay, effective March 31, 2019.
- Other MOU language clean-up.

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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.

ENVIRONMENTAL IMPACT

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guideline section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Resolution
- Attachment 1 MOU Unit 2

CONTACT

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