



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

City Council Meeting
October 12, 2021

Jeremia Mills
Deputy Director – Human Resources,
Human Resources 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, 2021- June 30, 2024

Primary Economics

- 3% salary increase effective September 26, 2021
- 2.5% salary increase effective the first full pay period following April 1, 2022
- 2.5% salary increase effective the first full pay period following July 1, 2023
- A one-time, non-pensionable lump sum payment of \$5,000

Additional Changes

- Addition of Cesar Chavez Holiday
- 5% Acting Engineer Paramedic incentive

Fiscal Impact

The estimated cost of this Resolution for Fiscal Year (FY) 2021-22 is \$1,541,366 with an estimated ongoing increased cost of \$1,966,458 annually. Funding for these expenditure increases is not included in the FY 2021-22 adopted budget and is being appropriated from the funds which are affected by the increases. The impact to the General Fund in FY 2021-22 is \$1,307,677, and will come from the unassigned fund balance.

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?