

CITY OF SANTA ROSA  
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL  
FROM: DOMINIQUE BLANQUIE, HUMAN RESOURCES DIRECTOR  
SUBJECT: ADOPTION OF MEMORANDUM OF UNDERSTANDING AND  
SINGLE ROLE PARAMEDIC SIDE LETTER, UNIT 2 –  
FIREFIGHTING, REPRESENTED BY THE INTERNATIONAL  
ASSOCIATION OF FIRE FIGHTERS (IAFF), LOCAL 1401,  
EFFECTIVE JULY 1, 2024 THROUGH JUNE 30, 2027

AGENDA ACTION: RESOLUTION

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RECOMMENDATION

It is recommended by the Human Resources Department and the City Manager's Office that the Council, by resolution, adopt both the Memorandum of Understanding and Single Role Paramedic Side Letter for an agreement for, and on behalf of, the employees in the City's Bargaining Unit 2 – Firefighting, represented by the International Association of Fire Fighters (IAFF), Local 1401, and effective July 1, 2024 to June 30, 2027.

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EXECUTIVE SUMMARY

By adopting this Resolution, Council will bring this bargaining unit under contract through June 30, 2027.

BACKGROUND

With the previous Memorandum of Understanding and Single Role Paramedic Side Letter having an end date of June 30, 2024, the City's representative and representatives of IAFF Local 1401, representing the City's Unit 2 – Firefighting, have met and conferred concerning a successor Memorandum of Understanding and a successor Single Role Paramedic Side Letter and have agreed on a contract. The significant changes to the new agreement are: a 6% salary increase effective September 8, 2024, a 3% salary increase effective the first full pay period following July 1, 2025, a 3% salary increase effective the first full pay period following July 1, 2026, establishing certification pays effective September 8, 2024, and establishing a shift differential for Single Role Paramedic effective the pay period that includes Council approval.

### PRIOR CITY COUNCIL REVIEW

Not applicable.

### 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.

Below is a summary of the proposed changes to the Unit 2 – Memorandum of Understanding, effective July 1, 2024 to June 30, 2027:

- A 6% salary increase effective September 8, 2024
- A 3% salary increase effective the first full pay period following July 1, 2025
- A 3% salary increase effective the first full pay period following July 1, 2026
- Increasing the required change of shift notice from 3 days to 7 days prior, effective upon Council approval
- Changing that accrued leave balances maintain their accrued value upon permanently transferring between a 24-hour and a 40-hour schedule, effective the first full pay period following Council approval
- Adding canine handler pay in the amount of 30 minutes at time and one-half (1 ½) pay per each day the employee has the responsibility of the dog, effective September 8, 2024
- Establishing certification pays at a rate of 3% base salary effective September 8, 2024 for each of the following: Rescue Certified, Wildland Certified, Swift Water Certified and Hazardous Materials Certified
- Establishing a minimum of 4 hours pay at an overtime rate for members who voluntarily respond during off duty hours to a fire department emergency and are directed by the responsible authority on the scene to commence work, effective upon Council approval
- Increasing Fire Inspector/Investigator holiday pay by an additional \$50, for a total of \$100 flat rate per holiday worked, effective the pay period that includes Council approval
- Establishing a 5% Paramedic Certification Incentive for Fire Engineers and Fire Captains, effective September 8, 2024
- One additional holiday (Juneteenth), effective upon Council approval
- Adding a short-term disability plan, which includes a paid family leave benefit, effective as soon as administratively possible following Council approval
- Other MOU language clean-up and clarification.

ADOPTION OF MEMORANDUM OF UNDERSTANDING AND SINGLE ROLE  
PARAMEDIC SIDE LETTER, UNIT 2 – FIREFIGHTING REPRESENTED BY THE  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1401  
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Below is a summary of the proposed changes to be implemented through a successor Single Role Paramedic Side Letter, effective July 1, 2024 to June 30, 2027:

- A 6% salary increase effective September 8, 2024
- A 3% salary increase effective the first full pay period following July 1, 2025
- A 3% salary increase effective the first full pay period following July 1, 2026
- Establishing a shift differential of 3% for swing shift and 5% for night shift, effective the pay period that includes Council approval
- Establishing certification pay at a rate of 5% base salary for Medical Mobile Crisis Training, effective September 8, 2024
- One additional holiday (Juneteenth), effective upon Council approval
- Adding a short-term disability plan, which includes a paid family leave benefit, effective as soon as administratively possible following Council approval
- Other language clean-up and clarification.

FISCAL IMPACT

The total estimated cost of this resolution for Fiscal Year (FY) 2024-25 is \$2,458,951. Funding for these expenditure increases has been included in the FY 2024-25 budget. The impact specific to the General Fund in FY 2024-25 is \$2,281,055, with an ongoing cost of \$3,871,537 after the third year of the contract. This will contribute to the deficit going forward and will be paid for with unassigned reserves in future years unless offset by expenditure reductions or revenue increases, or both, to bring the General Fund budget into balance.

ENVIRONMENTAL IMPACT

Pursuant to CEQA Guidelines Section 15378, the proposed action is not a “project” subject to the California Environmental Quality Act (CEQA) because it does not have a potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment. In the alternative, the proposed action is exempt from CEQA pursuant to CEQA Guidelines Section 15061(b)(3) because it can be seen with certainty that there is no possibility that the project may have a significant effect on the environment.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ADOPTION OF MEMORANDUM OF UNDERSTANDING AND SINGLE ROLE  
PARAMEDIC SIDE LETTER, UNIT 2 – FIREFIGHTING REPRESENTED BY THE  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1401  
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ATTACHMENTS

- Attachment 1 – Redline MOU
- Attachment 2 – Redline Single Role Paramedic Side Letter
- Resolution/Exhibit A – MOU Unit 2 – Firefighting
- Exhibit B – Single Role Paramedic Side Letter

PRESENTER

Siara Goyer, Employee Relations Manager