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**Title:** Actions pertaining to the International Association of Fire Fighters (IAFF), Local 753 for Unit 10 - Fire Management  
 1. \*\*\*Adopt a successor Memorandum of Understanding between the City of Fresno and the International Association of Fire Fighters (IAFF), Local 753 for Unit 10 - Fire Management (Subject to Mayor's veto)  
 2. \*\*\*RESOLUTION - 1st Amendment to FY 2019 Salary Resolution No. 2018-159, amending salaries in Exhibit 10, Unit 10 - Fire Management, as required by the adoption of the successor Memorandum of Understanding between the City of Fresno and the International Association of Fire Fighters (IAFF), Local 753 for Unit 10 (Subject to Mayor's veto)

**Sponsors:** Personnel Services Department

**Indexes:**

**Code sections:**

**Attachments:** 1. City of Fresno - IAFF MOU - Redline.pdf, 2. City of Fresno - IAFF MOU - Final.pdf, 3. Costing for Proposed MOU.pdf, 4. Resolution - First Amendment to FY 2019 Salary Resolution No 2018-159.pdf, 5. Salary Tables - Redline First Amendment to FY 2019 Salary Resolution No. 2018-159\_Redline.pdf, 6. Salary Tables - Final First Amendment to FY 2019 Salary Resolution No. 2018-159\_Final.pdf

Date	Ver.	Action By	Action	Result
7/26/2018	1	City Council	adopted	Pass

**REPORT TO THE CITY COUNCIL**

**July 26, 2018**

**FROM:** JEFF CARDELL, Director  
Personnel Services Department

**BY:** KEN PHILLIPS, Labor Relations Manager  
Personnel Services Department

**SUBJECT**

Actions pertaining to the International Association of Fire Fighters (IAFF), Local 753 for Unit 10 - Fire Management  
 1. \*\*\*Adopt a successor Memorandum of Understanding between the City of Fresno and the International Association of Fire Fighters (IAFF), Local 753 for Unit 10 - Fire Management (Subject to Mayor's veto)  
 2. \*\*\*RESOLUTION - 1st Amendment to FY 2019 Salary Resolution No. 2018-159, amending salaries in Exhibit 10, Unit 10 - Fire Management, as required by the adoption of the successor

Memorandum of Understanding between the City of Fresno and the International Association of Fire Fighters (IAFF), Local 753 for Unit 10 (Subject to Mayor's veto)

## RECOMMENDATION

It is recommended Council: (1) approve the attached successor Memorandum of Understanding (MOU) to implement wages, hours and other terms and conditions of employment for City employees in Unit 10, Fire Management, represented by IAFF; and (2) adopt the First Amendment to the Fiscal Year 2019 Salary Resolution No. 2018-159 to amend salaries in Exhibit 10.

## EXECUTIVE SUMMARY

The City and IAFF reached a tentative agreement on a successor MOU which will replace the MOU that expires on June 30, 2018. The MOU provides for an agreement from July 1, 2018 through June 30, 2020, increases to salaries, and other changes. To implement the MOU it is necessary to approve the First Amendment to FY 2019 Salary Resolution No. 2018-159, amending Exhibit 10 to implement salary adjustments as stated in the MOU.

## BACKGROUND

The City and FPOA began meeting in April 2018 to work towards reaching agreement on a successor MOU. Members of the Unit ratified on June 15, 2018.

Major points of the attached MOU are summarized below:

- **Term:** Two years effective July 1, 2018 to June 30, 2020.
- **Wages:**
  - 3% general wage increase effective October 1, 2018.
  - Creation of a new "G" Step effective September 30, 2019. "G" Step 5% above "F" Step.
  - Retired employees under Tier 1 of the Fire and Police Retirement System who have elected the rank method for determining adjustments to retirement income to receive an adjustment due to the new G Step.
- **Pension Changes:** Limited reopener to negotiate amending FMC Sections on Pension with a buy back option following "Dissolution or Legal Separation."
- **Uniform Allowance:**
  - Increase uniform allowance to \$1,500. Pensionable for retirement purposes consistent with other safety management units.
  - Provide a \$500 non-pensionable uniform stipend upon promotion to unit.
- **Management Leave:** Rename Administrative Leave to Management Leave consistent with

other management units.

- Increase annual hours and cash outs from 72 to 90 hours for Battalion Chiefs and from 90 hours to 108 hours for Deputy Chiefs.
- Leave credited to newly appointment employees increased from 6 hours to 9 hours for Battalion Chiefs and from 7.5 hours to 10.5 hours for Deputy Chiefs.
- **Management Time Off:** Management Time Off at Chief's discretion, which would not be deducted from any leave banks, if service delivery and performance of job functions will not be impaired due to absence of employee.
- **Education Incentive:** 9% of base pay following after completing requirements for Chief Officer Certificate, and Chief's approval and submission of application to California State Fire Marshal. Restore language on making the Education Incentive pensionable.
- **Working Additional Shifts:** Premium pay at one and one-half (1.5) times the hourly rate at D Step of the employee's current rank, for each hour worked for a shift greater than one hour which is in addition to the employee's normal work schedule.
- **Promotion into the Unit:** Employees to receive a minimum 3.5% increase including premium pays or 15% above top step Captain, whichever is greater, upon promotion into the Unit.
- **No Tobacco Policy and Drug/Alcohol Testing Procedures:** Rename from No Smoking Policy and Drug/Alcohol Testing Procedures to clarify intent of policy to prohibit use of all tobacco products.
- **Reopeners:**
  - Within six months of implementation of MOU, develop processes for administrative appeals of punitive actions under Firefighters Procedural Bill of Rights Act.
  - During term of the MOU, establish a committee to review current HRA benefit. If committee identifies a possible benefit change(s), it would identify reason for change(s) and how to measure impact of change(s), including cost.

In addition to the above, there was language clean up throughout the MOU, much of which resulted from a review of MOUs by the City Attorney's Office.

The City Attorney's Office has approved the new MOU and the Salary Resolution Amendment as to form.

## ENVIRONMENTAL FINDINGS

By the definition provided in the California Environmental Quality Act Guidelines Section 15378 this item does not qualify as a "project" and is therefore exempt from the California Environmental Quality Act requirements.

## LOCAL PREFERENCE

Local preference is not implicated because this item does not involve public contracting or bidding with the City of Fresno.

## **FISCAL IMPACT**

Approval of the MOU and Salary Resolution Amendment will result in additional salary and benefit expenses of approximately \$101,826 to the General Fund and \$124,051 to All Funds in Fiscal Year 2019. In Fiscal Year 2020, it will result in additional salary and benefit expenses of approximately \$161,097 to the General Fund and \$207,489 to All Funds for an approximate total cost of \$262,923 to the General Fund and \$331,540 for the term of the MOU.

### Attachments:

City of Fresno - IAFF MOU - Redline

City of Fresno - IAFF MOU - Final

Costing for Proposed MOU

Resolution - First Amendment to FY 2019 Salary Resolution No. 2018-159

Salary Tables - Redline First Amendment to FY 2019 Salary Resolution No. 2018-159\_Redline

Salary Tables - Final First Amendment to FY 2019 Salary Resolution No. 2018-159\_Final