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Title: Actions pertaining to International Association of Fire Fighters (IAFF), Local 753 for Unit 5 - Non-Management Fire

1. ***Adopt a successor Memorandum of Understanding between the City of Fresno and the International Association of Fire Fighters (IAFF), Local 753 for Unit 5 - Non-Management Fire, effective September 5, 2016.

2. ***RESOLUTION: 2nd amendment to FY 2017 Salary Resolution No. 2016-120, amending salaries in Exhibit 5, Unit 5, Non-Management Fire, as required by adoption of the successor Memorandum of Understanding between the City of Fresno and the International Association of Fire Fighters (IAFF), Local 753 for Unit 5.

Sponsors: Personnel Services Department

Indexes:

Code sections:

Attachments: 1. IAFF Basic MOU 2016 Final .pdf, 2. IAFF Basic MOU 2016 Redline .pdf, 3. Fire Basic, Exhibit IV Special Circumstances.pdf, 4. H&W Trust Reserve Exhibit V.PDF, 5. Constant Staffing Policy.pdf, 6. FY 2017 Cost Estimate for IAFF Unit 5.pdf, 7. 2nd Amend to FY17 Salary Resolution.pdf

Date	Ver.	Action By	Action	Result
9/1/2016	1	City Council	approved	Pass

REPORT TO THE CITY COUNCIL

September 1, 2016

FROM: JEFF CARDELL, Director
Personnel Services Department

BY: KEN PHILLIPS, Labor Relations Manager
Personnel Services Department

SUBJECT

Actions pertaining to International Association of Fire Fighters (IAFF), Local 753 for Unit 5 - Non-Management Fire

1. ***Adopt a successor Memorandum of Understanding between the City of Fresno and the International Association of Fire Fighters (IAFF), Local 753 for Unit 5 - Non-Management Fire, effective September 5, 2016.

2. ***RESOLUTION: 2nd amendment to FY 2017 Salary Resolution No. 2016-120, amending salaries in Exhibit 5, Unit 5, Non-Management Fire, as required by adoption of the successor Memorandum of Understanding between the City of Fresno and the International Association of Fire Fighters (IAFF),

Local 753 for Unit 5.

RECOMMENDATIONS

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 5, Non-Management Fire, represented by IAFF Local 753; and, (2) adopt the 2nd Amendment to Salary Resolution No. 2016-120 to amend salaries in Exhibit 5, consistent with the MOU.

EXECUTIVE SUMMARY

The City and IAFF, Local 753 have reached tentative agreement on an MOU which will replace Terms and Conditions imposed on the unit in July, 2014. It provides for an agreement from September 5, 2016 through June 30, 2018, wage increases, increased payments to the pension plan by employees and other changes.

Council is also asked to approve the Second Amendment to FY 2017 Salary Resolution No. 2016-120, amending Exhibit 5 to implement salaries stated in the MOU.

BACKGROUND

The City imposed terms and conditions on Unit 5 in July 2014, after several tentative agreements were rejected by members of the Union. The City and the Union started meeting in July, 2015 to work towards reaching agreement on a new successor MOU. The parties reached a tentative agreement through mediation on July 21, 2016. Members of the Unit ratified the tentative agreement in a vote culminating on August 16, 2016.

Major points of the attached MOU are summarized below.

- Term: September 5, 2016 through June 30, 2018.
- Wages:
 - 3% wage increase effective September 5, 2016
 - 3% wage increase effective July 1, 2017
 - 2% wage increase effective June 30, 2018
- Pension:
 - Effective September 5, 2016, the City will discontinue payment of 1% of employee pension costs for employees hired before July 14, 2014
 - Effective July 1, 2016, employees hired before July 14, 2014 will pay 1% of the City's pension cost for a total of 10%
 - Employees hired on or after July 14, 2014 will continue to pay 3% of the City's pension costs for a total of 12%
- Compensatory Time Off (CTO) accumulation for Firefighter Trainees was capped at 40 hours per employee
- Employees on CTO who volunteer for a shift replacement will not be eligible for additional CTO while working the assignment.
- Continuing education requirements for specialty teams will be measured on a calendar year basis rather than a rolling year
- Continuing education requirements are inserted into the Geographic Information Systems

specialty team

- Sick leave provisions are modified in accordance with AB 1522, the Healthy Workplace, Health Family Act of 2014 and related revisions to Labor Code 233, Family Sick Leave in accordance with SB 579
- Incorporated side letters of agreement on Compensatory Time Off and Canine Assignments
- Language was amended to reflect that the parties have agreement on an MOU
- The parties agree to discussions on possible changes to Personnel and Civil Service provisions of the Fresno Municipal Code, revised annual performance evaluations, and in the event changes are made to California State Fire Certification requirements.

The parties also agreed to convert a Constant Staffing Agreement to a Fire Department policy incorporated by the MOU, which is provided with this report. Because the fiscal impact of the policy has already been accounted for in the Fiscal Year 2017 budget, Council will not be required to approve the policy under the Labor Management Act.

The attached Second Amendment to the Salary Resolution implements the wage agreement by amending Exhibit 5.

The City Attorney's Office has approved the new MOU, Salary Resolution Amendment, and Fire Department Policy, 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 an additional salary and benefit expenses of approximately \$600,832 to all funds and approximately \$575,276 to the General Fund in Fiscal Year 2017, approximately \$1,675,987 to all funds and approximately \$1,408,851 to the General Fund in Fiscal Year 2018, and approximately \$2,488,539 to all funds and approximately \$2,090,500 to the General Fund in Fiscal Year 19.

Attachments: City of Fresno - IAFF Local 753 Basic Unit MOU - Redline
 City of Fresno - IAFF Local 753 Basic Unit MOU
 Exhibit IV - Special Circumstances
 Exhibit V - H&W Trust Reserve
 Constant Staffing Policy

Costing for Proposed MOU
2nd Amendment to FY 2017 Salary Resolution No. 2016-120