



Legislation Details (With Text)

File #: ID18-0947 **Version:** 1 **Name:**

Type: Action Item **Status:** Passed

File created: 8/3/2018 **In control:** City Council

On agenda: 8/30/2018 **Final action:** 8/30/2018

Title: Actions pertaining to the International Association of Fire Fighters (IAFF), Local 753 for Unit 5 - Fire Non-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 5 - Fire Non-Management (Subject to Mayor's veto)
 2. ***RESOLUTION - 4th Amendment to FY 2019 Salary Resolution No. 2018-159, amending salaries in Exhibit 5, Unit 5 - Fire Non-Management (IAFF), 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 5 (Subject to Mayor's veto)

Sponsors: Personnel Services Department

Indexes:

Code sections:

Attachments: 1. IAFF Basic MOU FY19 - Redline.pdf, 2. IAFF Basic MOU FY19 - Final..pdf, 3. Costing IAFF-Basic.pdf, 4. Resolution - 4th Amend to FY19 Salary Resolution.pdf, 5. Salary Tables - 4th Amend to FY19 Salary Resolution_REDLINE.pdf, 6. Salary Tables - 4th Amend to FY19 Salary Resolution_FINAL.pdf

Date	Ver.	Action By	Action	Result
8/30/2018	1	City Council	adopted	Pass

REPORT TO THE CITY COUNCIL

August 30, 2018

FROM: JEFF CARDELL, Director
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BY: KEN PHILLIPS, Labor Relations Manager
Personnel Services Department

SUBJECT

Actions pertaining to the International Association of Fire Fighters (IAFF), Local 753 for Unit 5 - Fire Non-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 5 - Fire Non-Management (Subject to Mayor's veto)
 2. ***RESOLUTION - 4th Amendment to FY 2019 Salary Resolution No. 2018-159, amending salaries in Exhibit 5, Unit 5 - Fire Non-Management (IAFF), 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 5 (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 5, Fire Non-Management, represented by IAFF; and (2) adopt the Fourth Amendment to the Fiscal Year 2019 Salary Resolution No. 2018-159 to amend salaries in Exhibit 5.

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 August 20, 2018 through August 16, 2020, increases to salaries, and other changes. To implement the MOU it is necessary to approve the Fourth Amendment to FY 2019 Salary Resolution No. 2018-159, amending Exhibit 5 to implement salary adjustments as stated in the MOU.

BACKGROUND

The City and IAFF began meeting in March 2018 to work towards reaching agreement on a successor MOU. Members of the Unit ratified on July 26, 2018.

Major points of the attached MOU are summarized below:

- **Term:** Two years effective August 20, 2018 through August 16, 2020.
- **Wages:**
 - 3% general wage increase effective December 24, 2018.
 - Creation of a new "G" Step effective December 23, 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."
- **Uniforms:**
 - Increase uniform allowance to \$1,200. Pensionable for retirement purposes consistent with other safety units.
 - Provide reimbursement up to \$200 per fiscal year for the purchase and/or repair of boots and/or wildland pants.

- **Specialty Teams:**
 - Clarify that assignments to Specialty Teams are paid at the top step for Fire Captain.
 - Define continuing education requirements to remain on specialty teams.
 - Add provision for establishment of a Water Rescue Team at the sole discretion of the Fire Chief and City Manager.
- **Certificate Premium Pay:**
 - Increase Operations Certificate, Certificate, Special Certificate, and Chief Officer/ Executive Fire Officer Certificate Premium Pays by \$25 each. Employees who attain Executive Fire Officer Certificate or complete the education requirements for the Chief Officer Certificate are eligible to receive the respective certificate pay.
 - Each certificate pay increased by an additional \$25 effective the last pay period of the MOU.
- **Leaves:**
 - Employees on a 56-hour schedule may use Holiday Leave in 1-hour increments.
 - Increase accrual maximum for Compensatory Time Off from 120 to 144 hours per fiscal year. Maintain current carryover limit of 120 hours to the next fiscal year.
 - Incorporate Special Circumstances Side Letter for monthly cap of 312 hours of Holiday Leave for Local Officers during term of office and remaining one year thereafter, after which time any excess over 156 hours will be cashed out.
 - Amended language for protected leave to conform with changes to State Law.
- **Grievance Procedure:** The City and Association may agree to mediation to seek resolution on an employee grievance. Any fees and expenses related to resolution via mediation and/or a Grievance Advisory Committee shall be paid equally by the City and the Association.
- **New Employee Orientation/Employee Contact Information:** Add AB 119 requirement that employee organizations have the right to address new employees at New Employee Orientation, and that the City will provide contact information on all employees in the Unit.
- **Dues:** Modify language to conform to recent legislation changes on dues deduction. Update language to reflect practice of transmitting dues by electronic transfer.
- **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 \$841,000 to the General Fund and \$887,500 to All Funds in Fiscal Year 2019. Funding for this agreement was included in the FY 2019 Adopted Budget. In Fiscal Year 2020, it will result in additional salary and benefit expenses of approximately \$1,942,000 to the General Fund and \$2,057,600 to All Funds for an approximate total cost of \$2,783,000 to the General Fund and \$2,945,100 for the term of the MOU.

Attachments:

City of Fresno - IAFF MOU - Redline

City of Fresno - IAFF MOU - Final

Costing for Proposed MOU

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

Salary Tables - Fourth Amendment to FY 2019 Salary Resolution No. 2018-159_Redline

Salary Tables - Fourth Amendment to FY 2019 Salary Resolution No. 2018-159_Final