



City Council Agenda Item

City Council Meeting Date: August 20, 2024

TO: Dean Albro, City Manager

FROM: Amabelle Apolinario, Principal Human Resources Analyst
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SUBJECT: Adoption of Resolution No. 6695(24) Approving the Tentative Agreement and Memorandum of Understanding Between the City and the International Association of Firefighters, Local 1906 for the Period of July 1, 2024, Through June 30, 2027, Authorizing Salary Adjustments for International Association of Firefighters Local 1906 Represented Classifications, Amending the City's Compensation Plan Accordingly, and Approving Supplemental Appropriations to Fund the Amended Compensation Plan

Recommendation:

Staff recommends the City Council adopt Resolution No. 6695(24) (attached), which will:

- 1) Accept, approve, and adopt the Tentative Agreement between the City and the International Association of Firefighters (IAFF) Local 1906 for a three-year successor Memorandum of Understanding for the period of July 1, 2024, through June 30, 2027 (IAFF MOU 2024-2027);
- 2) Approve the IAFF MOU 2024-2027;
- 3) Approve the supplemental appropriations which will fund the proposed revised salary ranges, urban search and rescue incentive, one-time retention incentive, and one-time stipend for Fiscal Year (FY) 2024-2025.

Background:

The current MOU between the City and IAFF Local 1906 effective July 1, 2021, through June 30, 2023 (IAFF MOU 2021-2023) expired on June 30, 2023.

The City's representatives and the IAFF representatives commenced labor negotiations on a successor MOU, including meeting, conferring, and exchanging proposals concerning wages, benefits, and other terms and conditions of employment. On July 30, 2024, the City's representatives and the IAFF representatives reached a tentative agreement subject to City Council approval. The IAFF Local 1906 membership ratified the terms of the Tentative Agreement, and representatives of IAFF have executed the

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IAFF MOU 2024-2027 (Exhibits A and B to Attachment 1, respectively). The effectiveness of the IAFF MOU 2024-2027 is contingent upon City Council approval.

Discussion:

IAFF Local 1906 MOU 2024-2027 (3-Year Term)

Major provisions implemented in the Tentative Agreement and the IAFF MOU 2024-2027 include the following(a redlined version of the IAFF MOU 2024-2027 is included as Attachment 2):

- **Duration of Agreement:** The term of the IAFF MOU 2024-2027 will be for three years, effective July 1, 2024, through June 30, 2027.
- **Salary Adjustments:**
 - **Fiscal Year 2024-2025:** The City and IAFF agree that after the adoption of Resolution No. 6695(24), effective the pay period to include July 1, 2024, (payroll period 6/29/24 – 7/12/24), IAFF represented employees still on payroll as of the effective date shall receive a 5% base salary increase.
 - **Fiscal Year 2025-2026:** The City and IAFF agree that effective the first full pay period to include July 1, 2025, the City shall provide IAFF represented employees still on payroll as of the effective date a 3% base salary increase.
 - **Fiscal Year 2026-2027:** The City and IAFF agree that effective the first full pay period to include July 1, 2026, the City shall provide IAFF represented employees still on payroll as of the effective date a 3% base salary increase.

Should the FY 2025 actual revenues labeled as “Total Taxes and Franchises” in the FY 2024-25 adopted budget (\$31,581,284) exceed projections by 5% (\$33,160,348) or more, as reported in the City’s FY 2024-25 Annual Comprehensive Financial Report (ACFR), then the City will increase Salary Adjustments for FY 2025-26 from 3% to 5%, effective January 1, 2026, and will increase Salary Adjustments for FY 2026-27 from 3% to 5%, effective July 1, 2026.

- **Urban Search and Rescue Incentive:** The City and IAFF agree that after adoption of Resolution No. 6695(24), effective the pay period to include July 1, 2024, (payroll period 6/29/24 – 7/12/24), IAFF represented employees still on payroll as of the effective date shall receive an additional 1% incentive pay for members who have completed the Urban Search and Rescue (USAR) core class competencies for a total of 4%.
- **Retention Incentive:** IAFF unit members shall receive a one-time non-pensionable lump sum amount of \$2,500 once they have been continuously

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employed by the City for 5 years. IAFF represented employees shall receive a one-time non-pensionable lump sum amount of \$5,000 once they have been continuously employed by the City for 10 years.

Currently employed IAFF unit members with 10 years or more of continuous employment with the City, shall receive both amounts listed above for a total of one-time non-pensionable amount of \$7,500.

The retention incentive shall be paid the first full pay period following the employee's anniversary date. IAFF represented employees must still be on payroll as of the scheduled pay date to be eligible to receive the retention incentive.

Note: The retention incentive will be paid at 5 years and 10 years of continuous employment. The incentive will be paid on the pay period that includes July 1 of the fiscal year to IAFF represented employees still on payroll as of July 1st of each fiscal year.

- **Stipend:** Currently employed IAFF represented employees shall receive a one-time non-pensionable lump sum stipend of \$1,000.
- **MOU Language Clean Up Per Resolution No. 6529(22):**
 - **Bilingual Pay:** Increase bilingual pay from \$100 to \$150 per month effective upon adoption of Resolution No. 6529(22).
 - **Group Basic Life:** Effective July 1, 2022, and upon approval by Voya Insurance, whichever is later, the City shall increase the group basic life insurance coverage to IAFF represented employees equivalent to two times their annual salary up to a maximum coverage of \$300,000.
 - **Sick Leave Incentive:** IAFF represented employees who have five (5) years consecutive sick leave eligibility shall be entitled to a \$200 increased sick leave incentive for a total of sick leave incentive of \$500 annually to be calculated after the first pay period ending in December and paid on the second pay period ending in December.

Fiscal Impact:

Adoption of Resolution No. 6695(24) requires supplemental appropriations for FY 2024-25 for various General Fund accounts as identified in attachment Exhibit D to Resolution No. 6695(24). The total fiscal impact to the General Fund for the budget year of 2024-25, including adjustments for salaries and benefits, related increased overtime rates, USAR incentive pay, retention incentive, and one-time stipends is \$429,790. Increased appropriations required for FY 2025-27 will be included in the preparation of the Biennial Budget FYs 2025-27.

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Conclusion:

Adoption of Resolution No. 6695(24), will approve the IAFF MOU 2024-2027, and implement the salary range adjustments, USAR and retention incentives, and stipends in accordance with the dates proposed in the IAFF MOU 2024-2027.

Respectfully submitted,

Amabelle Apolinario, Principal Human Resources Analyst

APPROVED FOR SUBMITTAL TO THE CITY MANAGER:

Gabriel Garcia, Human Resources Director

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Dean Albro, City Manager

Attachments: 1) Resolution No. 6695(24)
2) Redlined IAFF MOU 2024-2027