



## City Council Agenda Item

**City Council Meeting Date:** May 16, 2017

**TO:** Patrick Wiemiller, City Manager

**FROM:** Gabriel Garcia, Human Resources Manager  
g\_garcia@ci.lompoc.ca.us

**SUBJECT:** Adoption of Resolution No. 6114(17) Approving the Memorandum of Understanding with the International Association of Firefighters Local 1906 and Amending the Compensation Plan

---

### **Recommendation:**

Staff recommends the City Council adopt Resolution No. 6114(17) (Attachment 1), which will:

- 1) Approve the Tentative Agreement between the City of Lompoc (City) and International Association of Firefighters Local 1906 (IAFF) for a successor Memorandum of Understanding (MOU) for the period of July 1, 2017, through June 30, 2021;
- 2) Approve the MOU between the City and IAFF for the period of July 1, 2017, through June 30, 2021 (IAFF MOU 2017-2021);
- 3) Approve the salary adjustments as proscribed in the IAFF MOU 2017-2021; and
- 4) Amend the City Compensation Plan to include the salary adjustments as proscribed in the IAFF MOU 2017-2021.

### **Background:**

The current MOU between the City and IAFF effective from July 1, 2015 through June 30, 2017 will expire on June 30, 2017.

Beginning January 11, 2017, representatives for the City and IAFF commenced labor negotiations on a successor MOU, including meeting, conferring, and exchanging proposals concerning wages, hours, benefits, and other terms and conditions of employment. City and IAFF representatives reached a written Tentative Agreement on March 31, 2017 (Exhibit A to Attachment 1), subject to IAFF ratification and formal City

May 16, 2017

Adoption of Resolution No. 6114(17) Approving the IAFF MOU 2017-2021

Page 2 of 4

Council approval. IAFF has ratified the Tentative Agreement and the representatives of IAFF have executed the IAFF MOU 2017-2021 (Exhibit B to Attachment 1).

**Discussion:**

Major changes implemented in the Tentative Agreement and the IAFF MOU 2017-2021 include (for the benefit of the reader, a red-lined version of the proposed IAFF MOU 2017-2021 is included as Attachment 2):

- **Term:** The term of the IAFF MOU 2017-2021 will be four years, effective July 1, 2017, through June 30, 2021.
  
- **Salary Adjustments:**
  - Effective the payroll period beginning June 24, 2017 (the first payroll period of Fiscal Year [FY] 2017-2018), IAFF represented employees shall receive a 3% base salary adjustment.
  
  - Effective the payroll period beginning June 23, 2018 (the first payroll period of FY 2018-2019), IAFF represented employees shall receive another 3% base salary adjustment.
  
- **Step Adjustments:**
  - Effective the payroll period beginning June 22, 2019 (the first payroll period of FY 2019-2020), a new salary range that includes Step "F" in each represented classification, which is 5% above the existing Step "E," will be implemented. Following implementation of Step "F," the existing Step "A" for all IAFF represented positions will be eliminated once all incumbents at the previous Step "A" have progressed to the new Step "A." The Step range will then be reclassified to Steps "A" to "E" based upon the new salary ranges established by the establishment of a new Step "F" and the elimination of the old Step "A." Revised salary tables for the new Step "A" to "E" ranges will be established at the time the old Step "A" is eliminated.
  
- **Certificate/Incentive Adjustments:**
  - Effective the payroll period beginning June 24, 2017 (the first payroll period of FY 2017-2018), IAFF represented employees shall be eligible for a \$200 per month (\$92.31 per pay period) certification pay for the Optional Skills certification.
  
  - Effective the payroll period beginning June 24, 2017 (the first payroll period of FY 2017-2018), IAFF represented employees shall be eligible for an annual payment of \$300 if their utilization of sick leave does not exceed

three 24-hour shifts for the previous 12 months. To be eligible, IAFF represented employees must have been employed for one year by the end of the first pay period of December.

• **IAFF MOU Change Proposals:**

- **Modify Article 6:** Health and Welfare Benefits is updated to provide for a meet and confer process regarding health insurance benefits including, but not limited to, exiting the California Public Employees' Retirement System (CalPERS) Health program for a comparable health program and implementing a two tier approach for post-retirement benefits during the Biennial Budget FYs (Budget) 2017-2019.
- **Modify Article 18:** Use of City Recreation Facilities is updated to reflect the facilities available for IAFF represented member use includes the City's swimming pool. Reference to facilities no longer in service has been removed.

**Fiscal Impact:**

As the term of the IAFF MOU 2017-2021 begins July 1, 2017, concurrent with the beginning of the Budget 2017-2019, and there are no retroactive components to the IAFF MOU 2017-2021, its approval does not require supplemental appropriations for the remainder of FY 2016-2017. The monetary effects of the first two years proposed terms included in the IAFF MOU 2017-2021 will be incorporated into the budget preparation process for the Budget 2017-2019. Approval of the IAFF MOU 2017-2021 would fix the monetary effect to the Budget 2019-2021 for IAFF represented classifications. Cost certainty regarding this group is beneficial to the City in the current environment of increasing benefit costs throughout the State.

With the status quo complement of IAFF positions and classifications, the projected incremental costs to implement the first two years of the proposed IAFF MOU 2017-2021 for the Budget 2017-2019 are as follows:

<b>Fiscal Year</b>	<b>Salaries</b>	<b>Retirement</b>	<b>Benefits</b>	<b>Total Costs</b>
2017-2018	\$85,015	\$13,787	\$17,834	\$116,637
2018-2019	179,749	31,281	38,488	249,515
Total	\$264,764	\$45,068	\$56,322	\$366,152

May 16, 2017

Adoption of Resolution No. 6114(17) Approving the IAFF MOU 2017-2021

Page 4 of 4

**Conclusion:**

In order to incorporate the salary range revisions and the new and revised class specifications and salary ranges into the City's pay/compensation plans, Personnel Rule IV provides that such amendments and/or revisions must be adopted by City Council action. If approved, the salary and step adjustments and revised salary ranges will be implemented in accordance with the dates proscribed in the Tentative Agreement and the IAFF MOU 2017-2021.

Respectfully submitted,

---

Gabriel Garcia, Human Resources Manager

**APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:**

---

Patrick Wiemiller, City Manager

Attachments: 1) [Resolution No. 6114\(17\)](#)  
2) [Red-lined IAFF MOU 2017-2021](#)