



TENTATIVE AGREEMENT BETWEEN THE CITY AND IAFF LOCAL 1906 FOR SUCCESSOR MOU

The following tentative agreement for a successor Memorandum of Understanding between the City and the International Association of Firefighters - Local 1906 (hereinafter "Union" or "IAFF") is subject to ratification/approval by the Union's membership, and then approval/adoption by the City Council. All other terms and conditions of the previous IAFF MOU shall remain unchanged except for the modifications/changes set forth below.

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1. Term: Effective July 1, 2017 and continuing through June 30, 2021 (4 years);

 2. Salary Adj.: IAFF represented employees to receive a 3% base salary increase to be effective in year one, that is the fiscal year beginning July 1, 2017 (payroll period beginning June 24, 2017 with a pay date of July 14, 2017) or the first full pay period after City Council approval of a successor MOU, whichever is later, and a 3% base salary increase to be effective in year two, that is the fiscal year beginning July 1, 2018 (payroll period beginning June 23, 2018 with a pay date of July 13, 2018).

 3. Step F: IAFF represented employees to receive a new salary range that includes a "Step F" in each represented classification, which is 5% above the existing Step E, to be effective in year three, that is the fiscal year beginning July 1, 2019 (payroll period beginning June 22, 2019 with a pay date of July 12, 2019). It is agreed between the parties that an Ad Hoc committee between Local 1906 and the City Manager will be formed on or after January 2019 to ensure appropriate elimination of Step A from the 6 Step Salary Range progression, returning to a 5 step progression. No other components of the contract are subject to meet and confer. The elimination of the existing Step A, upon implementation of Step F, shall be the focus of the committee to ensure that all employees in the current Step A are progressed appropriately.

 4. Optional Skills Certification

IAFF represented employees to be eligible for a \$200.00 per month (\$92.31 per pay period) certification pay for the Optional Skills certification effective fiscal year beginning July 1, 2017 (payroll period beginning June 24, 2017 with a pay date of July 14, 2017) or the first full pay period after City Council approval of a successor MOU, whichever is later.



5. Sick Leave Incentive

Effective fiscal year beginning July 1, 2017 (payroll period beginning June 24, 2017 with a pay date of July 14, 2017) or the first full pay period after City Council approval of a successor MOU, whichever is later, IAFF represented employees with a minimum of one (1) year full-time budgeted regular, and job share status employment shall be eligible for an annual payment of \$300, if their sick leave utilization for the calendar year (prior 12 months) is three 24 hour shifts or less. The payment shall be calculated after the first pay period ending in December. It will be paid on the second pay period ending in December.

6. Health Benefit and Post Retirement Benefit Programs

The City and IAFF agree to meet and confer with City over health insurance benefits, including but not limited to exiting the CalPERS Health program for a comparable health program and implementing a two tier approach for post-retirement benefits during the 2017-2019 biennial budget cycle.

7. MOU Language Update

Replace existing Article 18 language with the following:

ARTICLE 18: USE OF CITY RECREATIONAL FACILITIES

The City will allow the members of IAFF Local 1906 the use of City Recreation Facilities during regular business hours at no charge to the employees. This will include the City swimming pool during lap swimming and general public swim. Employees will comply with all registration requirements and rules and regulations of the facilities used. Employees will utilize these City facilities only during their time off from work.

CITY OF LOMPOC

LOMPOC CITY FIREFIGHTERS IAFF, LOCAL 1906

A blue ink signature of Patrick Wiemiller.

Patrick Wiemiller, City Manager

A blue ink signature of Brian Federmann.

Brian Federmann, President