



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: May 1, 2018

DEPARTMENT: ADMINISTRATION

FROM: Ray E. Corpuz, Jr., City Manager

BY: Marina Horta-Gallegos, Human Resources Officer
Donna Williamson, Attorney, Liebert, Cassidy & Whitmore
Katie Hogan, Sr. Deputy City Attorney

TITLE: IAFF MEMORANDUM OF UNDERSTANDING

RECOMMENDED MOTION:

A motion authorizing the City Manager to sign the Memorandum of Understanding (MOU) with the International Association of Firefighters Local 1270 (IAFF) for a term ending on December 31, 2019.

RECOMMENDATION:

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign the Memorandum of Understanding with IAFF.

EXECUTIVE SUMMARY:

The City and IAFF have been discussing a successor Memorandum of Understanding since September of 2016. Following the City Council's closed session meeting of April 17, and follow-up negotiations with IAFF, the City's negotiating team recommends that the City Council approve the attached Memorandum of Understanding.

BACKGROUND:

Following more than a year of negotiation, the IAFF provided the City with the attached letter dated February 20, 2018, declaring impasse in the negotiations, based on Salinas City Charter, Section 18.4(d). This provision of the City's charter calls for a binding interest arbitration process to take place, effectively taking the bargaining process and budget decisions away from the elected City Council, and granting an outside arbitrator process the final decision authority on contract issues.

As additional background, an initiative organized by Salinas Firefighters was brought to the ballot in November 1998, and was successful in amending the Salinas City Charter. Its process calls for

arbitration public hearings in order for a three-member panel to decide all unresolved MOU issues relating to contract negotiations.

In an effort to avoid the financial risk that the binding interest arbitration process can bring to the City and our budget, the attached MOU provides a settlement with this bargaining unit.

The following are highlights of the changes to the IAFF Memorandum of Understanding:

- Term through December 2019
- A 6% salary increase effective in the first full pay period following ratification and approval; additional 4% effective in January 2019
- A \$3,000 one-time payment
- Longevity: An additional 1% at 10 years and 1.5% at 15 years, effective in the first full pay period of July 2019
- An incremental increase of 3% in the employee's contribution for CalPERS pension, leading to a total 12% increase from the current 9%

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378). In addition, CEQA Guidelines Section 15061 includes the general rule that CEQA applies only to activities which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. Because the proposed action and this matter have no potential to cause any effect on the environment, or because it falls within a category of activities excluded as projects pursuant to CEQA Guidelines section 15378, this matter is not a project. Because the matter does not cause a direct or foreseeable indirect physical change on or in the environment, this matter is not a project. Any subsequent discretionary projects resulting from this action will be assessed for CEQA applicability.

STRATEGIC PLAN INITIATIVE:

The City continues to strive toward the goal of an Effective, Sustainable Government.

FISCAL AND SUSTAINABILITY IMPACT:

The cost of the MOU agreed to with the IAFF is approximately \$3,286,177. It is anticipated that the fiscal impact of this Agreement will require fiscal discipline and City budget adjustments in the fiscal years ahead.

ATTACHMENTS:

Resolution

Declaration of Impasse Letter

IAFF TA April / Proposed Memorandum of Understanding with IAFF

RESOLUTION NO. _____ (N.C.S.)

A RESOLUTION APPROVING THE MEMORANDUM of UNDERSTANDING BETWEEN THE CITY OF SALINAS AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1270 FOR A TERM ENDING DECEMBER 31, 2019 AND AUTHORIZING THE CITY MANAGER TO SIGN THE MEMORANDUM OF UNDERSTANDING

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the City Manager is hereby authorized and directed for and on behalf of the City of Salinas to sign the Memorandum of Understanding for the International Association of Firefighters Local 1270, for a term through December 31, 2019.

APPROVED this 1st day of May 2018, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Joe Gunter, Mayor

ATTEST:

Patricia Barajas, City Clerk