



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: February 25, 2020

DEPARTMENT: ADMINISTRATION

FROM: RAY E. CORPUZ, JR., CITY MANAGER

THRU: JIM PIA, ASSISTANT CITY MANAGER

BY: DONNA WILLIAMSON, ESQ., LIEBERT, CASSIDY & WHITMORE

TITLE: IAFF MEMORANDUM OF UNDERSTANDING

RECOMMENDED MOTION:

A motion authorizing the City Manager to sign a new Memorandum of Understanding (MOU) between the City of Salinas and the International Association of Firefighters (IAFF) Local 1270 for a three-year term through December 31, 2022.

RECOMMENDATION:

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign a new MOU between the City of Salinas and the IAFF.

EXECUTIVE SUMMARY:

The MOU between the City of Salinas and the IAFF expired on December 31, 2019. The attached proposed MOU between the City and the IAFF is the result of months of negotiations between the parties. Some of the highlights of the MOU changes include the following:

- Term of MOU: January 1, 2020 to December 31, 2022
- Wages: 3.0% salary increase effective in the pay period inclusive of Council approval and 4.5% in the first full pay period of January 2022
- Annual Leave: reduction of 10 hours, effective January 2022
- Compensatory time off: not banked for special events or grant-funded activities; and the maximum accrual increases from 120 to 144 hours, effective January 2022

- Health benefits: 5% employee contribution toward health premiums starting in the first full pay period following Council approval
- Retiree medical benefit: benefit beyond PEMHCA minimum grandfathered for members employed before July 1, 2020
- Biennial physical examination: eliminated in 2020
- Physical fitness/wellness: incentive eliminated in 2020
- Platoon Training Coordinator: term of assignment increased from 3 years to 4 years
- Medical response squad: Labor-Management Committee to explore efficiencies for medical response based on data/studies, hoping to favorably resolve
- Other MOU terms: status quo and/or PERS clean-up

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).*

STRATEGIC PLAN INITIATIVE:

The proposed action meets the Effective Sustainable Government Council goal and is consistent with the recommendations of the Salinas Plan.

FISCAL AND SUSTAINABILITY IMPACT:

The fiscal impact of this MOU will require fiscal discipline in the years ahead. The projected cumulative total of the IAFF adjustments totals approximately \$923,300.

ATTACHMENTS:

Resolution
IAFF Memorandum of Understanding

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

RESOLUTION APPROVING THE IAFF MEMORANDUM OF UNDERSTANDING 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 execute the attached Memorandum of Understanding.

PASSED AND ADOPTED this 25th day of February 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Joe Gunter, Mayor

ATTEST:

Patricia Barajas, City Clerk