

CITY OF MOUNTAIN VIEW  
RESOLUTION NO.  
SERIES 2022

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW  
AUTHORIZING THE CITY MANAGER OR DESIGNEE TO AMEND THE MEMORANDUM OF  
UNDERSTANDING BETWEEN THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,  
LOCAL 1965, AND THE CITY FOR THE PERIOD OF JULY 1, 2022 THROUGH JUNE 30, 2024, AND  
REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, the City's current Memorandum of Understanding (MOU) with the International Association of Firefighters (IAFF), Local 1965 (July 1, 2021 through June 30, 2023) included reopener language for certain terms in the second year of the agreement; and

WHEREAS, an agreement to amend the terms for the second year with an additional year of the MOU has been negotiated; and

WHEREAS, the provisions of the current MOU that are changing or new provisions are summarized herein;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View that the following amendments to the MOU are approved:

1. Term: Two-year compensation package beginning July 1, 2022 and ending June 30, 2024.

2. 5.0% COLA, Fiscal Year 2022-23: Effective June 26, 2022, the City shall amend the salary plan to increase the salary ranges of all IAFF employees by a 5.0% cost-of-living adjustment (COLA). All increases shall be computed to the nearest one-tenth percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Human Resources Director and Finance and Administrative Services Director or their designee.

3. 4.0% COLA, Fiscal Year 2023-24: Effective the pay period including July 1, 2023, the City shall amend the salary plan to increase the salary ranges of all IAFF employees by a 4.0% COLA. All increases shall be computed to the nearest one-tenth percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Human Resources Director and Finance and Administrative Services Director or their designee.

4. Parity with Other Represented Employees: If the City reaches an agreement with any other bargaining unit that includes COLA and lump-sum (or equivalent one-time leave hours) increases exceeding those agreed to herein during the time period covered by this agreement (and considering any offsetting reductions, such as pension or medical cost-sharing), the parties

will meet and confer over the application of equivalent increases (and offsets) to the bargaining unit. This provision shall specifically exclude any market-based equity increases negotiated as part of the Year 2 Wage Reopener.

5. Other Changes: Clean up and modification of MOU language to make updates and address operational issues in a variety of areas, including: scheduling overtime.

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