

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2020

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HER DESIGNEE TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF), LOCAL 1965, AND THE CITY OF MOUNTAIN VIEW, FOR THE PERIOD OF JULY 1, 2020 THROUGH JUNE 30, 2021

WHEREAS, the City's current Memorandum of Understanding with the International Association of Fire Fighters (IAFF), Local 1965 (July 1, 2017 to June 30, 2020) expires June 30, 2020; and

WHEREAS, a successor Memorandum of Understanding has been negotiated; and

WHEREAS, the provisions in the current Memorandum of Understanding 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 Memorandum of Understanding are approved:

1. *Term:* One-year compensation packages beginning July 1, 2020 and ending June 30, 2021.

2. *4 Percent Cost-of-Living Adjustment, Fiscal Year 2020-21:* Effective June 28, 2020, the City shall amend the salary plan to increase the salary ranges of all sworn IAFF members by a 4 percent cost-of-living adjustment (COLA). All increases shall be computed to the nearest one-tenth of a percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Assistant City Manager and Finance and Administrative Services Director or their designees.

3. *One-Time Hours:* Members who are City employees on June 28, 2020 will receive a one-time contribution of leave time (prorated for regular part-time employees) as follows: 59 hours for members on a shifted schedule or 42 hours for members on a 40-hour schedule. This leave must be used by Pay Period 2, 2021, or it will be cashed out with the Pay Period 2 payroll.

4. *Employee Cost Share for the Public Employees' Pension Reform Act Employees:* For Public Employees' Pension Reform Act (PEPRA) sworn employees on the 2.7 percent at

57 retirement formula, the additional deductions for Employee Share of Employer Contribution will not be applied to any income in excess of the limits set forth in California Government Code Section 7522.10(c).

5. *Other Changes:* Cleanup and modification of MOU language to reflect current practices and comply with the California Public Employees' Retirement System (CalPERS) in the following areas: uniform and CalPERS.

LB-SCR/1/RESO
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