

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2017

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1965, AND THE CITY OF MOUNTAIN VIEW, FOR THE PERIOD OF JULY 1, 2017 THROUGH JUNE 30, 2020, AND TO REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, the City's current Memorandum of Understanding with the International Association of Fire Fighters, Local 1965 (IAFF) (July 1, 2015 to June 30, 2017) expires June 30, 2017; 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 that the City Council of the City of Mountain View approves the following amendments to the Memorandum of Understanding:

1. Term: Three-year compensation package beginning July 1, 2017 and ending June 30, 2020.
2. 4.0 Percent COLA Fiscal Year 2017 18: Effective the first pay period ending in July 2017, the City shall amend the salary plan to increase the salary ranges of all classifications of IAFF employees by a four percent (4.0%) cost-of-living adjustment (COLA).
3. 3.0 Percent COLA and 1.0 Percent Salary Increase in Consideration of Continued Higher Cost Share Fiscal Year 2018 19: Effective the first pay period ending in July 2018, the City shall amend the salary plan to increase the salary ranges for all classifications of IAFF employees by four percent (4.0%), of which three percent (3.0%) is a COLA and one percent (1.0%) is a salary increase in consideration of IAFF Classic members continuing to pay the existing CalPERS Cost Share which is two percent (2.0%) higher than the cost share paid by other Classic safety employees.
4. 2.0 Percent COLA and 1.0 Percent Salary Increase in Consideration of Continued Higher Cost Share Fiscal Year 2019 20: Effective the first pay period ending in July 2019, the

City shall amend the salary plan to increase the salary ranges for all classifications of IAFF employees by three percent (3.0%), of which two percent (2.0%) is a COLA and one percent (1.0%) is a salary increase in consideration of IAFF Classic members continuing to pay the existing CalPERS Cost Share which is two percent (2.0%) higher than the cost share paid by other Classic safety employees.

5. One-Time Leave Hours: Effective the first pay period ending in July 2019, IAFF employees who are City employees on July 1, 2019, will receive a one-time contribution of forty-four (44) hours of leave time for shifted employees and thirty-one (31) hours of leave time for employees on a 40-hour schedule. This leave must be used by pay period 2, 2020, or any balance will be cashed out with the pay period 2 payroll.
6. Reopener on Salary and One-Time Leave Hours: Either IAFF or the City may reopen the MOU on the issue of salary and one-time leave hours only for Fiscal Year 2019-20 by giving the other party written notice by 5:00 p.m. on March 1, 2019. In that event, the parties will meet and confer in good faith over the issue of salary and one-time leave hours, and any adjustments in Fiscal Year 2019-20 will be by mutual agreement.
7. HazMat Classifications: HazMat I and II classifications will be merged into a single HazMat classification paid at five percent (5.0%) above the regular salary for each rank, which represents a two and one half percent (2.5%) increase for six (6) HazMat I positions.
8. Paramedic Specialty Pay for Fire Captains: Effective the first pay period ending in July 2017, a maximum of six (6) Fire Captains who maintain their Paramedic Certification will be eligible for Paramedic Specialty Pay equivalent to seven and one-half percent (7.5%) of top step Firefighter pay.
9. Specialty Pay for Fire Training Captain: Effective the first pay period ending in July 2017, the Fire Captain assigned to department training shall work a 40-hour schedule and receive thirteen percent (13.0%) specialty pay during such assignment.
10. Flexible Spending Account: Effective January 1, 2018, increase the maximum amount employees may contribute to a medical Flexible Spending Account from \$1,000 to \$2,500 annually, to be administered in accordance with IRS guidelines.
11. Vacation Cash Out: Effective July 1, 2017, employees are eligible to file an irrevocable election, in December of each year, to cash out vacation accrued in the payroll calendar year following the cash out election in accordance with IRS regulations and procedures set forth in the IAFF MOU.

12. Other Changes: Clean up and modification of MOU language to update and address operational issues in a variety of areas, including: bereavement leave; Citywide training on City holidays; vacation and floating holiday scheduling and usage; meal periods, holidays and leave accrual/conversion for 40-hour personnel; overtime pay for 40-hour personnel working suppression shifts; out of class pay (e.g., overtime shifts and Tiller Operator); Career Development Program; minimum staffing (i.e., inclusion of Deputy Fire Chief, update to HazMat Team staffing, and fatigue rule); tuition reimbursement; uniform and safety equipment; mandatory recall; exchange of days; jury duty; medical, retiree medical, vision care, and blood sample testing language.

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