

TENTATIVE AGREEMENT

City of Mountain View and Mountain View Professional Firefighters, Local 1965

Representatives of the City of Mountain View and Mountain Professional Firefighters (MVFF), Local 1965, have met and agree to recommend the following terms to the City Council and the MVFF membership:

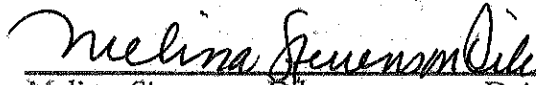
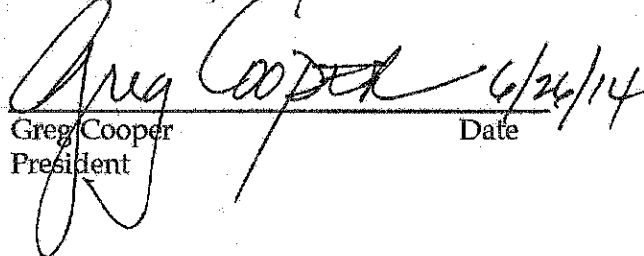
1. Effective upon the first pay period which begins after City Council and MVFF approval of execution of this tentative agreement, anticipated to be July 6, 2014, any MVFF members who are on the 2.7% at 57 (PEPRA) pension formula will be reimbursed for the 3.75% employer cost share contributed from their time of hire. Until the pay period which ends prior to July 1, 2015, the pension contribution for employees on the PEPRA formula will be set at half the normal cost for the pension formula as established by PERS (currently 11.25%), plus a .366% cost share associated with enhanced survivor benefits.
2. The current Memorandum of Understanding (MOU) will be extended by two years, continuing all terms of the MOU through the last pay period ending in June 2017 except as noted below.
3. Effective with the pay period which includes July 1, 2015:
 - a. All members will receive a 2% cost of living adjustment (COLA).
 - b. All members who are on the 3% at 50 pension (Classic) formula will contribute an additional 2% employer cost share.
 - c. All members who are on the 2.7% at 57 pension (PEPRA) formula will contribute a 2% employer cost share in addition to half of the normal cost for the pension (currently 11.25%), and the .366% cost share associated with enhanced survivor benefits.
 - d. The maximum pension contribution for classic members as well as those who are on the 2.7% at 57 pension (PEPRA) formula will be 17.366%.
 - e. Members shall be eligible for up to \$2,000 annually for tuition reimbursement.
 - f. When acting as a tiller operator, a Firefighter or Firefighter/Paramedic will receive 5% special pay (Tiller Premium) for a minimum of 4 hours.
 - g. When assigned to the Fire Department training function, a Fire Captain will receive 5% special pay.
 - h. Provisions in the Career Development Program will be updated to comply with training programs established by the State Fire Marshal.
 - i. Provisions in the Career Development Program will be updated to confirm that employees who promote to a new position will have a two year grace period, following completion of the probationary period in the new position, to qualify for the next level of career incentive pay. During the grace period, they will continue to receive the prior level of career incentive pay. If they do not qualify for the next level of career incentive pay during the grace period, the current level of career incentive pay will end at the expiration of the grace period.
 - j. Provisions related to Hazardous Materials Team assignments will be modified as follows:
 - i. HazMat Team vacancies will be filled by hazardous materials certified

- employees of the vacated rank, based on seniority with the Fire Department.
 - ii. Only certified HazMat employees will be assigned to the HazMat Team on a regular or backup basis.
 - iii. Three Haz Mat certified employees will be required in order to deploy a HazMat Team.
 - iv. Certified Haz Mat employees will receive 5% special pay (Hazard Premium) per shift when assigned to Haz Mat training responsibilities.
 - k. The October 16, 2013 Side Letter Regarding Migration to the CalPERS Health Program (PEMHCA) will be incorporated into the MOU.
 - l. The City and MVFF agree to meet by November 1, 2014 to discuss the potential representation by MVFF of the classification of Public Education / Fire Education Specialist, however, the City retains the right to determine representation of this classification.
4. Effective with the pay period which includes July 1, 2016:
- a. All members will receive a 2% cost of living adjustment (COLA).
 - b. All members will contribute an additional 2% employer cost share.
 - c. The maximum pension contribution for classic members as well as those who are on the 2.7% at 57 pension (PEPRA) formula will be 19.366%.

Signatures

CITY OF MOUNTAIN VIEW

MOUNTAIN VIEW PROFESSIONAL
FIREFIGHTERS, LOCAL 1965

	
Melissa Stevenson Dile	Date Greg Cooper
Assistant City Manager	Date
6/26/14	6/26/14
	President