

CITY OF MOUNTAIN VIEW  
RESOLUTION NO.  
SERIES 2014

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS, LOCAL 1965 (MVFF) AND THE CITY, FOR THE PERIOD OF JULY 6, 2014 THROUGH THE LAST PAY PERIOD ENDING IN JUNE 2017, AND TO REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, the City's current Memorandum of Understanding (MOU) with MVFF covers the period of July 1, 2012 to June 30, 2015; and

WHEREAS, a successor MOU has been negotiated; and

WHEREAS, the amendments to provisions in the current MOU and new provisions are summarized herein;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View approves and authorizes the City Manager or his designee to execute the following amendments to the MOU:

- *Term*

Two-year extension of agreement through the last pay period ending in June 2017, incorporating amendments described herein.

- *Pension Contributions for Employees on 2.7 Percent at 55 Formula*

Effective upon the first pay period which begins after City Council and MVFF approval of execution of the Tentative Agreement memorializing the amendments to the MOU, any MVFF members who are on the 2.7 percent at 57 (PEPRA) pension formula will be reimbursed for the 3.75 percent 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 percent), plus a 0.366 percent cost share associated with enhanced survivor benefits.

- *2.0 Percent Cost-of-Living Adjustment (COLA) Fiscal Year 2015-16*

Effective the first pay period ending in July 2015, the City shall amend the salary plan to increase the salary ranges of all classifications in the bargaining unit by a 2.0 percent COLA.

- *2.0 Percent COLA Fiscal Year 2016-17*

Effective the first pay period ending in July 2016, the City shall amend the salary plan to increase the salary ranges of all classifications in the bargaining unit by a 2.0 percent COLA.

- *CalPERS Cost Share Fiscal Year 2015-16*

All members who are on the 3.0 percent at 50 pension (Classic) formula will contribute an additional 2 percent employer cost share. All members who are on the 2.7 percent at 57 pension (PEPRA) formula will contribute a 2.0 percent employer cost share in addition to half of the normal cost for the pension (currently 11.25 percent), and the 0.366 percent cost share associated with enhanced survivor benefits. The maximum pension contribution for members who are on the 2.7 percent at 57 pension (PEPRA) formula will be 17.366 percent.

- *CalPERS Cost Share Fiscal Year 2016-17*

All members will contribute an additional 2.0 percent employer cost share. The maximum pension contribution for members who are on the 2.7 percent at 57 pension (PEPRA) formula will be 19.366 percent.

- *Tuition Reimbursement*

Effective the first pay period ending in July 2015, members shall be eligible for up to \$2,000 annually for tuition reimbursement.

- *Tiller Operator Special Pay*

Effective the first pay period ending in July 2015, when acting as a Tiller Operator, a Firefighter or Firefighter/Paramedic will receive 5.0 percent special pay (Tiller Premium) for a minimum four hours acting as Tiller Operator.

- *Training Captain Special Pay*

Effective the first pay period ending in July 2015, a Fire Captain will receive 5.0 percent special pay when assigned to the Fire Department training function.

- *Career Development Program*

Effective the first pay period ending in July 2015, provisions in the Career Development Program will be updated to comply with training programs established by the State Fire Marshal and to confirm a grace period for continuation of career incentive pay following promotion.

- *Hazardous Materials Team*

Effective the first pay period ending in July 2015, provisions related to Hazardous Materials (HazMat) Team assignments will be modified as follows:

- HazMat Team vacancies will be filled by hazardous materials-certified employees of the vacated rank, based on seniority with the Fire Department.
- Only certified HazMat employees will be assigned to the HazMat Team on a regular or back-up basis.
- Three HazMat certified employees will be required in order to deploy a HazMat Team.
- Certified HazMat employees will receive 5.0 percent special pay (Hazard Premium) per shift when assigned to HazMat training responsibilities.

- *Incorporation of October 16, 2013 Side Letter*

Effective the first pay period ending in July 2015, the October 16, 2013 Side Letter Regarding Migration to the CalPERS Health Program (PEMHCA) will be incorporated into the MOU.

- *Discussion of Representation by MVFF of Classification of Public Education/Fire Education Specialist*

Effective the first pay period ending in July 2015, 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.

BE IT FURTHER RESOLVED that the salary plan is hereby revised to reflect compensation changes as provided in this resolution.

-----

MSD/7/RESO  
602-07-01-14r-E