

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2024

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, 2024 THROUGH JUNE 30, 2027, 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) and Local 1965 (July 1, 2021 through June 30, 2024) expires June 30, 2024; and

WHEREAS, a successor MOU has been negotiated; and

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

WHEREAS, 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; now, therefore, be it,

RESOLVED: that the City Council of the City of Mountain View that the following amendments to the MOU are approved:

1. Term: Three-year compensation package beginning July 1, 2024 and ending June 30, 2027.

2. 4.0 Percent COLA and 1.0 Percent Equity Adjustment, Fiscal Year 2024-25: Effective June 23, 2024, the City shall amend the salary plan to increase the salary ranges for all classifications of IAFF employees by five percent (5.0%), of which four percent (4.0%) is a COLA and one percent (1.0%) is an equity adjustment in consideration of placement in the regional fire labor market.

3. 3.0 Percent COLA and 1.0 Percent Equity Adjustment, Fiscal Year 2025-26: Effective the first pay period ending in July 2025, 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 an equity adjustment in consideration of placement in the regional fire labor market.

4. 3.0 Percent COLA and 1.0 Percent Equity Adjustment, Fiscal Year 2026-27: Effective the first pay period ending in July 2026, 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 an equity adjustment in consideration of placement in the regional fire labor market.

5. Deferred Compensation Auto-Enrollment: As soon as administratively possible, all new hires and employees not currently enrolled, will be automatically enrolled in the City's deferred compensation program with a one percent (1.0%) contribution. Employees may opt out.

6. One-Time Deferred Compensation Employer Contributions: Effective the first full pay period in January 2025, the City will contribute a one-time, lump sum of Two Thousand Five Hundred Dollars (\$2,500) to the deferred compensation 457(b) pre-tax account for each IAFF member in paid status on the date of payment.

Effective the first full pay period in January 2026, the City will contribute a one-time, lump sum of Two Thousand Five Hundred Dollars (\$2,500) to the deferred compensation 457(b) pre-tax account for each IAFF member in paid status on the date of payment.

Effective the first full pay period in January 2027, the City will contribute a one-time, lump sum of Two Thousand Five Hundred Dollars (\$2,500) to the deferred compensation 457(b) pre-tax account for each IAFF member in paid status on the date of payment.

7. Career Development Classification Levels: Effective June 23, 2024, the City shall amend the salary plan to increase the salary ranges associated with the Career Development Program (Levels 1-5 for each affected classification) by Fifty Dollars (\$50) per month, paid biweekly and rounded to the nearest one cent (\$0.01).

8. Holidays and Holiday-in-Lieu: Upon City Council adoption of a resolution amending City observed holidays, anticipated by January 1, 2025, the City shall observe thirteen (13) scheduled 8-hour paid holidays each calendar year, which adds Cesar Chavez Day and Juneteenth (hereinafter individually "New Holiday" or collectively "New Holidays"). In the event that a resolution adding the New Holidays to the City-wide holiday schedule has not been adopted before the date one or both of the New Holidays occur, 40-hour members who elect not to receive holiday-in-lieu will receive one 8-hour floating holiday for the New Holiday(s) that occurred before adoption. In recognition of the addition of these two holidays, eligible public safety employees in IAFF will receive an increase in holiday in-lieu pay of one percent (1.0%), for a total of six- and one-half percent (6.5%), effective the pay period including July 1, 2025.

9. Bilingual Pay: Effective June 23, 2024, employees who meet the criteria for Level 2 (fluent), as determined by the Human Resources Department, shall be entitled to receive Three Hundred Dollars (\$300) per month (\$138.46 biweekly based on 26 pay periods in one year).

10. Enhanced Dental Insurance Coverage: Effective January 1, 2025, the dental plan design will be changed to increase both the annual plan maximum (non-orthodontia) and lifetime plan maximum (orthodontia) by Five Hundred Dollars (\$500) per insured person.

11. Flexible Spending Account: Effective January 1, 2025, increase the maximum amount employees may contribute to a medical Flexible Spending Account from Two Thousand Five Hundred Dollars (\$2,500) to Three Thousand Two Hundred Dollars (\$3,200) (or the IRS maximum, whichever is less) annually, to be administered in accordance with IRS guidelines.

12. Compensatory Time Off: The annual payout of Compensatory Time Off for eligible employees will be automatically processed in the last pay period of December of each year.

13. Other Changes: Clean up and modification of MOU language to make updates and address operational issues and/or compliance in a variety of areas, including leaves, vacation and floating holiday scheduling and usage, recall for emergency sick leave, out of class pay, and uniforms.

MG/4/RESO
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