



## Legislation Text

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**File #:** 18-239, **Version:** 1

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*Report Prepared by: Deneen Proctor, Director of Support Services*

**SUBJECT:** Memorandum of Understanding with Merced Fire Fighters, Local 1479 (Fire)

### REPORT IN BRIEF

Consider approving Memorandum of Understanding with Merced Fire Fighters, Local 1479 (Fire).

### RECOMMENDATION

**City Council** - Adopt a motion approving **Resolution 2018-30**, a Resolution of the City Council of the City of Merced, California, approving a Memorandum of Understanding with the International Fire Fighters Association Local #1479; and authorizing the City Manager or Assistant City Manager to execute the necessary documents.

### ALTERNATIVES

1. Approve, as recommended by staff; or,
2. Deny; or
3. Refer back to staff with instructions.

### AUTHORITY

Resolution No. 80-106 - Resolution of the City Council of the City of Merced establishing an Employer-Employee Organizations Relations Policy.

Meyers Milias Brown Act

### CITY COUNCIL PRIORITIES

As provided for in the 2017-18 Adopted Budget

### DISCUSSION

The City's negotiations team and the Merced Fire Fighters, Local 1479, International Fire Fighters Association (Fire) have completed the collective bargaining process and have reached agreement on a contract. The contract is consistent with City Council direction and provides base wage increases and other benefits in accordance with the anticipated revenue forecast along with updating the MOU language to align with new state and federal laws. Therefore, staff recommends adoption of the Resolution approving the Memorandum of Understanding.

Some of the items agreed upon in this Memorandum of Understanding are as follows:

- Term: Two years - the term of the agreement shall be effective January 1, 2018 and shall

remain in effect through December 31, 2019.

- Wages: Base wage increases will be effective the first pay period of the fiscal year as follows: year one (2018) 2.50% and year two (2019) 2.50%.
- Wage reopener: Contingent upon the City having a final, completed compensation study, either the city or Union may reopen negotiations for consideration of base wage increases.
- Overtime: For purposes of computing overtime hours worked and hours worked and time during which an employee is excused from work because of vacation, holiday, sick or authorized compensatory time off (CTO) shall be considered as time worked by the employee.
- Vacation: Additional hours of vacation will be granted to employees completing 15 years of service.
- Vacation Payout: Allow employees the option to annually cash out a maximum of 20 accrued vacation hours.
- Uniforms: The annual uniform maintenance allowance will be provided by check. The amount each unit members will receive will increase to \$1,050.
- Professional Development: Employees who have completed an Associate's degree will receive \$100 per month and those who have earned a Bachelor's degree will receive \$200 per month. The per month amount an employee receives for completion of certification pay also increased.
- Specialty Pay: Creation of Hazardous Materials Response Team and/or Paramedic assignment, as directed by the Fire Chief.

## IMPACT ON CITY RESOURCES

The total impact of the MOU on General Fund, Measure C and CFD is approximately \$437,000. Funding has been included in the City Manager's Recommended FY 2018/19 budget. No additional budget appropriation is necessary.

## ATTACHMENTS

1. Resolution 2018-30
2. Memorandum of Understanding (Appendix A)