



CITY COUNCIL AGENDA REPORT

Meeting Date: December 8, 2022

From: Abby Partin, Human Resources Administrator

Subject: Resolutions approving the Memoranda of Understanding between the City and the following groups: Confidential Employees, Confidential Management, Executive Management, Brisbane Fire Management, General Association Employees, International Association of Firefighters, Mid-management/Professional, Police Chief and Police Commander, each for the term of July 1, 2022 to June 30, 2026

Community Goal/Result

Fiscally Prudent

Purpose

To ensure the community continues to receive excellent service by retaining and attracting exceptional employees in a financially prudent manner.

Recommendation

Adopt Resolutions approving the Memoranda of Understanding between the City and the following groups: Confidential Employees, Confidential Management, Executive Management, Brisbane Fire Management, General Association Employees, International Association of Firefighters, Mid-management/Professional, Police Chief and Police Commander, each for the term of July 1, 2022 to June 30, 2026

Background

The current Memoranda of Understanding (MOU) with the aforementioned bargaining groups expired on June 30, 2022. The labor relations team and bargaining groups' representatives have met and conferred on terms and conditions over the past months and presented tentative agreements to the City Council. Council will now receive any public comment on the various Memoranda before deciding whether to approve the Memoranda.

Discussion

Discussion with all the bargaining groups have resulted in the Memoranda that would have the following:

For all bargaining group employees:

Salary - 3% increase first full pay period in January 2023, 3% increase first full pay period January 2024, 6% increase first full pay period July 2024 but could be higher depending on the outcome of the salary survey, and maximum of 6% increase with a floor of 4% increase first full pay period in July 2025 based on the cumulative percentage change in the Consumers Price Index between April 2021 and April 2025, i.e., if the percentage change is 18% or more, then the increase will be 6%; if the percentage change is less than 18%, then the increase will be 4% The CPI to be used

is CPI-W (Urban Wage Earners and Clerical Workers) for the San Francisco-Oakland-Hayward area. The base period is 1982-1984=100.

Total Compensation Survey – A total compensation survey, using cities to be mutually agreed upon by the City and the bargaining groups, will be completed after January 2024 to be used to reopen the MOUs concerning compensation for the July 1, 2024 to June 30, 2025 period.

Recession Clause – Retain the existing provision in the preamble of the MOUs to allow the City to reopen MOUs, if necessary due to a recession.

Longevity Incentive - Add to the current longevity sections a 3% incentive for employees who have reached 20 continuous years of service as of and after January 2023.

In addition to the longevity incentive above, IAFF employees will receive an additional 1% incentive pay added for employees have reached 10 continuous years of service as of and after January 2023 and 1% incentive pay added for employees have reached 15 continuous years of service as of and after January 2024.

Health Insurance – 3% increase in Cafeteria Plan in January 2023, 3% increase in Cafeteria Plan in January 2024, 3% increase in Cafeteria Plan in January 2025, 3% increase in Cafeteria Plan in January 2026. The overall increase in the Cafeteria Plan will be no more than a cumulative 17% over the four-year period. Increases above the guaranteed rates will occur, however, if the Kaiser rate increases above the cumulative guaranteed rate.

Bi-Lingual Pay – Starting the first full pay period in July 2023, who are not members of the General Employees Association; and \$250 per month for members of General Association.

To be eligible for bi-lingual pay, employees must pass a state exam showing competency in the second language. Employees are only eligible to receive bi-lingual pay for one language.

Holidays – The City’s holiday schedule will be New Year’s Day, Martin Luther King Day, President’s Day, Cesar Chavez Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran’s Day’s, Thanksgiving Day, Day after Thanksgiving, Day prior to Christmas, Christmas Day, Day prior to New Year’s Day, plus two floating holidays.

IAFF employees who are assigned shift work and must work the holidays will continue to receive holiday pay in lieu of holidays. (Holiday pay is 6%.)

Deferred Compensation- Employees will receive an increased City match from 2.5% of salary to 5% of salary.

Vacation Buyback – The City will buyback a certain number of unused vacation leave hours. Employees who have used a minimum of 60 hours during the fiscal year may “sell” up to 80 hours of vacation leave; and members of the IAFF who have used a minimum of 84 hours during the fiscal year may sell up to 112 hours of vacation leave by the end of the fiscal year. This provision will end on June 30, 2025, unless prior to June 30, 2025 the City and the bargaining groups agree otherwise.

Creation of Firefighter II Classification – Create a new classification between the classification of Firefighter/Paramedic and Captain starting in January 2023. The compaction rate between Firefighter I and Firefighter II will be 10%. Employees promoted to Firefighter II will be placed at the step which is closest to, but no higher than, their currently monthly salary. When a Firefighter II is promoted to Captain, the employee will be placed at the step closest to, but no higher than, the employee’s then current monthly salary. Promotions to Firefighter II will be an internal promotional opportunity.

IAFF Probationary Period – New appointees in IAFF classifications covered by the MOU shall serve a probationary period of 18 months, which shall begin upon the first day of employment with the City. In the case of a firefighter trainee who successfully graduates an academy, the time spent as a trainee will count towards the 18-month probationary period. The language regarding promotional appointees will remain the same, i.e., such employees shall serve a probationary period of not less than six (6) months nor more than twelve (12) months.

Residency Requirement – Remove from IAFF MOU.

Fiscal Impact

The estimated costs to implement these Memoranda of Understanding are as follows: FY 2022-23, \$741,492; FY 2023-24, \$1,336,581; FY 2024-25, \$2,569,179; and FY 2025-26, \$3,479,722. The costs are included in the adopted budget for FY 2022-23 and will need to be incorporated in ensuing budgets.

Measure of Success


Approve the Memoranda of Understanding with the bargaining groups which protect the City’s long-term interests.

Attachments

1. Resolutions approving the MOUs with the bargaining groups.
2. Memoranda of Understanding



Abby Partin, HR Administrator



Clay Holstine, City Manager