



CONFIRE

STAFF REPORT

DATE: February 28, 2024

**FROM: Nathan Cooke
Interim Director**

TO: Administrative Committee

**SUBJECT: Approval of MOU Between CONFIRE and Teamsters
Local 1932**

Recommendation

It is recommended that the CONFIRE Administrative Committee approve the Memorandum of Understanding (MOU) between CONFIRE and Teamsters Local 1932.

Background Information

Teamsters Local 1932 was recently successful in petitioning CONFIRE to become the official labor representatives for the following employee classifications:

CONFIRE Management Unit

- Emergency Communications Manager
- Emergency Communications Assistant Manager

CONFIRE Supervisors' Unit

- Management Information Systems Supervisor

CONFIRE Miscellaneous Unit

- Administrative Secretary I
- Automated System Technician
- GIMS Coordinator
- Information System Analyst
- Information System Analyst II
- Information System Analyst III
- Staff Analyst
- Staff Analyst II
- Fiscal Specialist

The CONFIRE Negotiations Team commenced negotiations for a Memorandum of Understanding (MOU) for this previously unrepresented group of employees. As part of negotiations, the parties reached an agreement covering wages, hours and other terms and conditions of employment through February 28, 2027.

The proposed agreement includes the following items as part of the MOU:

- A 3% across-the-board increase effective February 24, 2024, a 3% across-the-board increase effective February 22, 2025, and a 3% across-the-board increase effective February 21, 2026.
- Allow for a diversion of employee wages to the Teamsters Local 1932 Retiree Component of Teamsters Healthcare Trust of 0.50% effective February 24, 2024, 1% effective February 22, 2025, and 0.50% February 21, 2026.
- Increase the Medical Premium Subsidy effective February 24, 2024, July 13, 2024, July 12, 2025, and July 11, 2026.
- Increases in Longevity Pay effective July 27, 2024, of 1% of base salary at 10 years of service and a 1% increase (from 2% to 3%) of base salary at 15 years of service.
- A 10% equity increase for the classifications of Emergency Communications Manager and Emergency Communications Assistant Manager and a 2.5% equity increase for the classification of Computerized Mapping Analyst effective February 24, 2024.
- A 0.50% equity increase for all classifications effective February 24, 2024, and a 1% equity increase for all classifications effective February 22, 2025.
- A new 2.5% top step for all non-trainee classifications effective July 25, 2026.
- Increase the Return to Work on Call compensation from \$3.25 to \$4.00 effective February 24, 2024.
- Providing a Night Shift Differential at \$1.70 per hour for an employee required to work evenings and night shift tour of duty.
- Change the Overtime provision to allow Sick Leave to count as hours worked.
- Implement a Center Accreditation Bonus for the classifications of Emergency Communications Manager and Emergency Communications Assistant Manager effective February 24, 2024.
- Implement CONFIRE paid State Disability Insurance for all employees in paid status.
- Increase Basic Life Insurance coverage to \$35,000 for the Miscellaneous Unit and \$50,000 for the Management Unit.
- Provide an additional day of paid Bereavement Leave for all employees and reduce the mileage requirement for the additional day of paid Bereavement Leave.
- Increase Uniform Voucher per employee by \$50 per year from \$200 to \$250.

- Increase to RMT Sick Leave conversion formula.
- Inclusion of Healthcare Trust Article that allows employees to participate in Teamsters Healthcare Trust.
- Bargained over new articles applicable to represented unit such as Access to New Employees, Grievance Procedures, Labor-Management Task Force, Membership Dues Deductions, New Employee Orientation, Authorized Employee Representatives, Union Leave, Safety Committee, and Use of Bulletin Boards.

Fiscal Impact

Approval of this Memorandum of Understanding will result in increased ongoing costs estimated to be \$15,000 in 2023-24, \$55,000 in 2024-25, \$65,000 in 2025-26, and \$80,000 in 26-27 and \$85,000 in ongoing years.