

RESOLUTION NO. 2022-185

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
ESCONDIDO, CALIFORNIA, AUTHORIZING A ONE-YEAR
EXTENSION TO THE MEMORANDUM OF
UNDERSTANDING BETWEEN THE ESCONDIDO
FIREFIGHTERS' ASSOCIATION – SAFETY AND NON-
SAFETY PERSONNEL AND THE CITY OF ESCONDIDO

WHEREAS, on January 27, 2021, the Escondido City Council adopted Resolution No. 2021-13, to complete a Memorandum of Understanding between the Escondido Firefighters' Association – Safety and Non-Safety Personnel ("Association") and the City of Escondido ("City") for the period of January 1, 2021 through December 31, 2022 ("MOU"); and

WHEREAS, negotiating teams from the City and the Association have been duly appointed and have met and conferred in good faith to address matters affecting both parties including wages, hours, and other terms and conditions of employment; and

WHEREAS, the City and the Association agree the MOU promotes the continuation of the harmonious relationship between the City and the Association and at this time a one-year extension to the MOU is in the best interest of the City and the Association; and

WHEREAS, this City Council desires at this time and deems it to be in the best public interest to approve a one-year extension to the MOU that will provide salary and step increases, authorize mentor and preceptor pay for Emergency Medical Technician training, update medical and dental contribution rates, disburses holiday-in-lieu pay over 26 pay periods, recognizes the need to meet and confer with regard to the proposed Enterprise Resource Planning System, and to better align the MOU with current practices, updates tuition reimbursement time frame requirements, and removes service time requirements for certification and incentive pay.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California as follows:

1. That the above recitations are true.
2. That MOU Article IX, Wages and Classifications, Paragraphs 2, 3, 6, 7, and 9, are repealed and replaced as provided in Resolution No. 2022-185 Exhibit "A", which includes the repeal and replacement of MOU Exhibit A, Salary Ranges January 2023, and is incorporated herein.
3. That MOU Article XIX, Holidays, is repealed and replaced as provided in Resolution No. 2022-185 Exhibit A.
4. That MOU Article XXVII, Tuition Reimbursement, Paragraph 1, is repealed and replaced as provided in Exhibit A.
5. That MOU Article XXVIII, Certification and Education Incentive Pay is repealed and replaced as provided in Exhibit A.
6. That MOU Article XXXII, MOU Reopeners, is repealed and replaced as provided in Exhibit A.
7. That Resolution No. 2022-185 Exhibit "B", Safety Fire 2023 Benefit Summary and Non-Safety Fire 2023 Benefit Summary, is added as MOU Exhibit B and is incorporated herein, and references to previous medical coverage and dental insurance rates found in Article XI Employee Benefit Programs, Paragraph 3.D.1., Healthcare Premiums and Employee Participation, and Paragraph 6, Dental Plan, are deleted.

8. That the City Council authorizes the City's negotiating team to execute the one-year extension to the MOU with a new term from January 1, 2023 through December 31, 2023.

9. That the City Manager is authorized to execute a budget adjustment request to implement the proposed salary increases.