



STAFF REPORT

December 7, 2022
File Number 0740-30

SUBJECT

MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ESCONDIDO AND THE ESCONDIDO FIREFIGHTERS' ASSOCIATION – SAFETY AND NON-SAFETY PERSONNEL BARGAINING UNIT

DEPARTMENT

Human Resources Department

RECOMMENDATION

Request the City Council Approve Resolution No. 2022-185, approving the execution of a one-year contract extension to the Memorandum of Understanding (“MOU”) between the Escondido Firefighters’ Association – Safety and Non-Safety Bargaining Unit (“Association”) and the City of Escondido (“City”), commencing January 1, 2023 through December 31, 2023.

Staff Recommendation: Approval (Human Resources: Jessica Perpetua, Director of Human Resources)

Presenter: Jessica Perpetua, Director of Human Resources

FISCAL ANALYSIS

The total cost of the one-year contract is approximately \$325,530. The financial impact to the General Fund for Fiscal Year 2022/23 is \$162,760. The Resolution authorizes the budget adjustment.

PREVIOUS ACTION

On January 27, 2021, the City Council voted to adopt the MOU between the Association and the City, for a two-year term that will expire on December 31, 2022.

BACKGROUND

On November 30, 2022, the City Council provided policy and negotiating authority to the City Manager in closed session. Thereafter, both City staff and Association representatives met quickly and efficiently to reach terms of an agreement. Both parties understand the importance of maintaining good labor relationships to serve the community.

The one-year extension provides a 2.5% across-the-board salary increase for all classifications within the Association. In order to address non-competitive entry level starting salaries the proposed agreement also removes the bottom three steps of the old salary schedule and adds three steps to the new salary



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schedule. The proposed agreement also updates medical and dental contribution rates for 2023, authorizes mentor/preceptor pay for Emergency Medical Technician training, addresses disbursement of holiday-in-lieu pay, updates tuition reimbursement time frame requirements, removes service time requirements for certification and incentive pay, and addresses the need to continue to meet and confer regarding potential changes that could result from the implementation of the enterprise resource planning software. On December 1, 2022, members of the Association voted in support of the terms and conditions of this agreement. Likewise, City staff recommends approval.

Attachment 1 is the proposed budget adjustment.

Attachment 2 provides a strike through version of the agreed upon changes to the MOU during the one-year contract extension.

RESOLUTIONS

- a. Resolution No. 2022-185
- b. Resolution No. 2022-185 – Exhibit “A”
- c. Resolution No. 2022-185 – Exhibit “B”

ATTACHMENTS

- a. Attachment “1” – Budget Adjustment
- b. Attachment “2” – Proposed MOU Changes Strikethrough