

RESOLUTION NO. 2022-97

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, AUTHORIZING THE CITY MANAGER TO MODIFY THE CITY'S MANAGEMENT AND UNCLASSIFIED SALARY AND BENEFITS PLAN TO MANDATE CONTINUED CONTRIBUTIONS TO THE RETIREE MEDICAL TRUST USED BY THE ESCONDIDO FIREFIGHTERS' ASSOCIATION FOR EMPLOYEES PROMOTED INTO FIRE MANAGEMENT POSITIONS

WHEREAS, negotiating teams from the City of Escondido ("City") and the Escondido Firefighters' Association unit ("Association"), have been duly appointed and have met-and-conferred with respect to matters affecting both parties; and

WHEREAS, in January 2021, the City and Association adopted a Memorandum of Understanding ("MOU") in good faith to address concerning wages, hours, and other terms and conditions of employment for the period of January 1, 2021 through December 31, 2022; and

WHEREAS, concurrent with this Resolution, the City Council, in Resolution 2022-91, authorized executing the First Amendment to the MOU to authorize contributions by certain employees to a retiree medical trust selected by the Association known as the California Firefighters Benefit Trust ("Trust"); and

WHEREAS, the Association asked the City to mandate participation in the Trust by Association members who promote out of the Association and become members of the Fire Management group, so that the future Fire Management employees will be authorized under Internal Revenue Service regulations to continue their participation in the Trust, and the City Council finds that mandating participation by promoted Fire Management employees is in the best public interest and supports positive employee-employer relations.

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 the City Manager shall modify the Management and Unclassified Salary Plan 2021 - 2022 to mandate that Association members promoted to Fire Management positions shall continue to participate and make contributions to the Trust at the same levels and/or rates as those required by members of the Association.