



STAFF REPORT

July 27, 2022
File Number 0600-10

SUBJECT

AMENDMENT TO ESCONDIDO FIRE ASSOCIATION MEMORANDUM OF UNDERSTANDING TO INITIATE PARTICIPATION IN THE CALIFORNIA FIREFIGHTERS BENEFIT TRUST AND A CHANGE TO THE CITY'S MANAGEMENT AND UNCLASSIFIED SALARY AND BENEFITS PLAN 2021-2022

DEPARTMENT

Human Resources

RECOMMENDATION

Request the City Council (1) adopt Resolution 2022-96, authorizing the City's negotiating team to execute a First Amendment to The Memorandum of Understanding Between Representatives of the Escondido Firefighters' Association – Safety Personnel – Non-Safety Personnel, and The City of Escondido, January 1, 2021 – December 31, 2022; and (2) adopt Resolution 2022-97, authorizing the City Manager to modify the Management and Unclassified Salary and Benefits Plan 2021-2022 to mandate continued contributions to the Retiree Medical Trust used by the Escondido Firefighters' Association for Employees Promoted to Fire Management positions.

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

Presenter: Jessica Perpetua, Director of Human Resources

FISCAL ANALYSIS

Adoption of the proposed changes can be accomplished within the current Finance Department budget.

PREVIOUS ACTION

On January 27, 2021, the City Council adopted Resolution 2021-13 to establish the current Memorandum of Understanding with the Escondido Firefighters' Association.

BACKGROUND

The Escondido Firefighters' Association ("Association") represents fire suppression personnel (Safety) and paramedics (Non-Safety). The Association seeks to enter into an agreement with the California Firefighters Benefit Trust ("Trust") to create and administer a medical expense reimbursement plan for participating employees. The Trust will allow certain tax advantages for its beneficiaries. Current labor organizations participating in the Trust include: Fallbrook Firefighters Association Local 1622, Riverside City Firefighters' Association Local 1067, San Diego City Firefighters Local 145, Carlsbad Firefighters



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Association Local 3730, Lemon Grove Firefighters Local 2728, Oceanside Firefighters Association Local 3736, National City Firefighters Local 2744, La Mesa Firefighters Local 4759, and Vista Firefighters Local 4107.

To meet Internal Revenue Service tax exemption for contributions, the contribution must be uniform and mandatory. The Association members agreed to initially fund the trust with two \$50 payments per month. The Association also asked that any accrued vacation leave be paid into the trust as opposed to cashed out at time of separation from City service. The Association did not include paramedics in the Trust. The City and the Association have met and conferred and agree that the trust will be funded solely by employee contributions. The City agreed to the Associations' request because the proposed Trust did not result in any fiduciary responsibilities or additional costs beyond implementing the payroll deductions in a format requested by the Trust administrator.

The Association has also asked that Association members who promote into Fire Management positions continue to participate in the Trust. To do so, the City must modify its Management and Unclassified Salary and Benefits Plan to mandate continued participation at the same levels as Association members. Current Fire Management personnel cannot participate in the Trust.

- a. Resolution No. 2022-96
- b. Resolution No. 2022-96, Exhibit A – First Amendment to the MOU between Representatives of the Escondido Firefighters' Association – Safety Personnel- Non-Safety and the City of Escondido
- c. Resolution No. 2022-97