



City of Grass Valley
City Council
Agenda Action Sheet

Title: Amended Memorandum of Understanding with the Nevada County Professional Firefighters, IAFF Local 3800 for the Employment Classifications in the City's Employees Unit #8 for the Period July 1, 2023 - June 30, 2024

CEQA: Not a Project

Recommendation: That Council 1) review the Labor Memorandum of Understanding for a twelve-month period beginning July 1, 2023, through June 30, 2024, between the City of Grass Valley and the Nevada County Professional Firefighters, IAFF Local 3800 for the Employment Classifications in the City's Employees Unit #8; 2) adopt Resolution No. 2024-02 approving Labor Memorandum of Understanding; and 3) and authorizes the City Manager to execute the Labor Memorandum of Understanding subject to legal review.

Prepared by: Tim Kiser, City Manager

Council Meeting Date: 01/09/2024

Date Prepared: 01/02/2024

Agenda: Consent

Background Information:

Over the course of the last several months, the City's labor negotiations team has been meeting with representatives of the Nevada County Professional Firefighters, IAFF Local 3800 ("Unit 8") to come to an agreement on terms and conditions for an updated Memorandum of Understanding ("MOU") effective July 1, 2023. The City's labor team and Unit 8 have concluded the negotiations process and have been notified that Unit 8 has duly ratified the updated provisions to the MOU which are now being recommended for City Council approval.

Updated provisions to the MOU and annual estimated fiscal impacts include the following:

MOU Provision	Estimated Annual Incremental Cost
1. Term of Agreement - July 1, 2023 - June 30, 2024 (Note: the effective date will be July 25, 2023, the first day of a new pay period)	N/A
2. Provide a 3% Cost of Living Adjustment (COLA) effective first full pay period after Council ratification date	General Fund: \$30,826 (FY 2023-24) \$61,652 (Ongoing)

	Measure E Fund: \$17,715 (FY 2023-24) \$35,430 (Ongoing)
3. Longevity Pay 2.5% upon completion of 10 years	General Fund: \$9,354 (FY 2023-24) \$18,709 (Ongoing) Measure E Fund: \$8,104 (FY 2023-24) \$16,208 (Ongoing)
4. One-time signing bonus of \$1000 per employee, to be paid within two pay periods post-ratification.	General Fund: \$16,000 (One-Time) Measure E Fund: \$11,000 (One-Time)
5. Supplemental Retirement Benefits and Retiree Health Insurance Benefit language adjusted to apply to employees hired before July 1, 2023.	N/A
6. Add to the list of eligible degrees and certificates to reflect changes to course names	N/A
7. Non-substantive Memorandum of Understanding language clean-up in the agreement	N/A

Council Goals/Objectives:

The approval of an updated labor MOU between the City and Unit 8 executes portions of work tasks towards achieving/maintaining (1) a Productive and Efficient Workforce, and (2) Community Safety.

Fiscal Impact:

The estimated incremental one-time and ongoing annual costs of \$56,180 and \$80,361, respectively, in the General Fund; and \$36,819 and \$51,638 in the Measure E Fund effective January 9, 2024, have been considered and are accounted for in the FY 2023-24 Adopted Budget and related future forecasts.

Funds Available: Yes

Account #: General Fund
Measure E Fund

Reviewed by: Tim Kiser, City Manager

Attachments:

- Resolution No. 2024-02 1 - Approving of Unit 8 Memorandum of Understandings
- Memorandum of Understanding - Unit 8 (Markup showing changes)
- Salary Schedule - Unit 8