



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, 2024 - December 25, 2025

CEQA: Not a Project

Recommendation: That Council 1) review the Labor Memorandum of Understanding for an eighteen-month period beginning July 1, 2024, through December 31, 2025, 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. 2024-70 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: 10/08/2024

Date Prepared: 10/02/2024

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, 2024. 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, 2024 - December 31, 2025 (<i>Note: the effective date will be July 1, 2024, the first day of a new pay period</i>)	N/A

<p>2. Each classification covered by this MOU shall have an additional step (5%) added effective January 1, 2025.</p> <p>Employees currently at the top step for more than two (2) years are eligible on 1/1/25. All other employees are eligible on the applicable anniversary date after 1/1/25.</p>	<p>General Fund: \$5,100 (FY 2024-25) \$103,300 (Ongoing)</p> <p>Measure E Fund: \$3,200 (FY 2023-24) \$66,400 (Ongoing)</p>
<p>3. The monthly amount the City pays for health insurance (Medical, Vision, and Dental) will increase by \$150 effective July 2024, and by another \$150 effective January 1, 2025, for a total increase of \$300.</p>	<p>General Fund: \$35,100 (FY 2024-25) \$46,800 (Ongoing)</p> <p>Measure E Fund: \$16,200 (FY 2024-25) \$21,600 (Ongoing)</p>
<p>4. Effective July 1, 2024, employees electing to waive medical insurance coverage will receive \$405 per month if evidence of similar coverage from another source is provided.</p> <p>Effective January 1, 2025, employees electing to waive medical insurance coverage will receive \$505 per month if evidence of similar coverage from another source is provided.</p>	<p>General Fund: \$1,200 (FY 2024-25) \$3,600 (Ongoing)</p> <p>Measure E Fund: \$1,200 (FY 2024-25) \$3,600 (Ongoing)</p>
<p>5. Compensatory time off (CTO) may be accrued up to ninety-six (96) hours an increase from the previous 80-hour limit.</p>	<p>N/A</p>

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 \$41,400 and \$153,700, respectively, in the General Fund; and \$20,600 and \$91,600 in the Measure E Fund.

Funds Available: Yes

Account #: General Fund
Measure E Fund

Reviewed by: Tim Kiser, City Manager

Attachments:

- Resolution No. 2024-70 - Approving of Unit 8 Memorandum of Understandings
- Memorandum of Understanding - Unit 8 (Markup showing changes)
- Salary Schedule - Unit 8