



AGENDA REPORT

City Council Meeting

TODAY'S DATE: April 06, 2026

MEETING DATE: April 15, 2026

TO: City Council

FROM: Cheryl Hughes, Central Services Director

SUBJECT: Approve Memorandum of Understanding amending the 2024-2027 Collective Bargaining Agreement with the International Association of Firefighters Local 2319

DESCRIPTION/BACKGROUND:

The City entered into a Collective Bargaining Agreement (CBA) with the International Association of Firefighters Local 2319 effective October 01, 2024 and terminating September 30, 2027 and amended January 08, 2025. It has been recognized that the updated City Personnel Policy that is part of the CBA was not updated within the CBA after Council approval. This MOU will incorporate those Personnel Policy changes into the CBA. The changes were Separation from Service (Non-Retirement) and Separation from Service (Retirement), clarifying how PTO payouts shall be paid upon separation. The verbiage on the MOU is verbiage from the City's Personnel Policy.

STAFF RECOMMENDATION:

Staff recommends City Council consider approving the Memorandum of Understanding Amendment to the 2024-2027 Collective Bargaining Agreement with the International Association of Firefighters Local 2319 adding the updated language in the City's Personnel Policy for Separation from Service (Non-Retirement) and Separation from Service (Non-Retirement) identifying how PTO payouts shall be made upon separation.

ACTION:

Staff asks City Council to approve Memorandum of Understanding amending the 2024-2027 Collective Bargaining Agreement with the International Association of Firefighters Local 2319 adding the updated language in the City's Personnel Policy for Separation from Service (Non-Retirement) and Separation from Service (Non-Retirement) identifying how PTO payouts shall be made upon separation.

WILL THERE BE ANY FINANCIAL IMPACT? Potentially HAS THIS ITEM BEEN BUDGETED? Yes

ATTACHMENTS:

Proposed Resolution

CBA 2024-2027 - Executed

MOU Amendment – CBA 2024-2027 – January 2025

MOU Amendment – CBA 2024-2027 – April 2026