



AGENDA REPORT

City Council Meeting

TODAY'S DATE: December 23, 2024

MEETING DATE: January 08, 2025

TO: City Council

FROM: Cheryl Hughes, Central Services Director

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

DESCRIPTION/BACKGROUND:

The City entered into a Collective Bargaining Agreement with the International Association of Firefighters Local 2319 effective October 01, 2024 and terminating September 30, 2027. It was recognized that Swing Up pay was not included on the Fire Salary Schedule, Appendix B as part of the original negotiations for this new labor contract. This MOU will add 12% Swing-Up pay to Appendix B, Fire Salary Schedule of the original Collective Bargaining Agreement. Swing-Up pay is paid to an employee who swings up to a position that needs to be filled due to absence. As compensation the pay for that swing-up will be 12% of the employee's salary. This percentage was negotiated between City representatives and IAFF Local 2319 representatives.

STAFF RECOMMENDATION:

Staff recommends City Council consider approving the Memorandum of Understanding for Amendment to the 2024-2027 Collective Bargaining Agreement with the International Association of Firefighters Local 2319 adding 12% Swing-Up pay to Appendix B, Fire Salary Schedule.

ACTION:

Staff asks City Council to approve Memorandum of Understanding for Amendment to the 2024-2027 Collective Bargaining Agreement with the International Association of Firefighters Local 2319 adding 12% Swing-Up pay to Appendix B, Fire Salary Schedule.

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

ATTACHMENTS:

Proposed Resolution

CBA 2024-2027 - Executed

MOU Amendment – CBA 2024-2027