

RESOLUTION NUMBER R- 310508

DATE OF FINAL PASSAGE JUN 13 2016

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO APPROVING AND RATIFYING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SAN DIEGO AND THE SAN DIEGO CITY FIREFIGHTERS, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 145, REGARDING TERMS AND CONDITIONS OF EMPLOYMENT FOR FISCAL YEARS 2017 THROUGH 2020.

WHEREAS, on October 1, 2013, by San Diego Resolution R-308478 (Oct. 15, 2013), the San Diego City Council (Council) approved a Memorandum of Understanding (MOU) between the City of San Diego (City) and the San Diego City Firefighters, International Association of Fire Fighters Local 145 (Local 145) regarding terms and conditions of employment for Fiscal Years 2014 through 2018; and

WHEREAS, Article 31 of the MOU provides a reopener to negotiate increases to non-pensionable compensation for Fiscal Years 2017 and 2018; and

WHEREAS, beginning on January 12, 2016 and concluding on May 23, 2016, the City and Local 145 met and conferred pursuant to the reopener provision and reached a tentative agreement for a successor MOU for Fiscal Years 2017 through 2020; and

WHEREAS, this MOU is intended to take effect on July 1, 2016, and to supersede the MOU approved by the Council on October 1, 2013, as it relates to Fiscal Years 2017 and 2018; and

WHEREAS, the negotiated MOU includes increases to uniform allowances, tuition reimbursement, twenty-four hours of discretionary leave for each year of the MOU for eligible employees, paid parental leave for eligible employees, and other benefits upon agreed-upon terms; and

WHEREAS, the negotiated MOU provides for no increases to pensionable compensation in Fiscal Years 2017 and 2018; and

WHEREAS, the negotiated MOU provides for a general salary increase of 3.3% in Fiscal Year 2019 and a general salary increase of 3.3% in Fiscal Year 2020; and

WHEREAS, effective Fiscal Year 2018, the computation of hours worked for purposes of calculating overtime will include additional wage types, including annual leave, holiday pay, discretionary leave, compensatory time taken, and other “non-productive” time, as well as additional “active” pay; and

WHEREAS, the negotiated MOU also authorizes a program to reduce annual leave balances of certain Local 145 members and new rules related to mandatory time off following 96 hours of consecutive work; and

WHEREAS, the tentative agreement includes a provision for the City to contribute \$25.00 per pay period for each member of Local 145, except Fire Recruits, into the Southern California Firefighters Benefit Trust, starting July 1, 2016; and

WHEREAS, the Council wishes to approve the negotiated agreement and to request staff to take all steps necessary to implement it, including preparing necessary amendments to the Memorandum of Understanding Regarding Post-Employment Health Benefits between the City and Local 145 and return to the Council with those amendments for final determination; and

WHEREAS, in accordance with San Diego Charter (Charter) section 70.2, prior to establishment of the City’s bargaining position, the City obtained an actuarial analysis from the actuary for the City’s Retirement System, which identifies and discloses the impact on the City’s defined benefit pension plan of any increases in proposed compensation or benefits; and

WHEREAS, in compliance with Charter section 70.2, the City referred the terms of the tentative agreement for the MOU to the Retirement System's actuary to update the initial actuarial study to include any additional fiscal impacts from the City's initial bargaining position; and

WHEREAS, the actuarial study has been posted and available to the public for review for ten days prior to Council consideration of the tentative agreement for the successor MOU; and

WHEREAS, Local 145 members have ratified the tentative agreement for the MOU; and

WHEREAS, under the Meyers-Milias-Brown Act (MMBA), the state law related to collective bargaining between the City and its represented employees, and Council Policy 300-06, it is within the discretion of the Council to approve and ratify the negotiated MOU; and

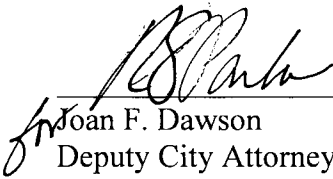
WHEREAS, the Council finds it is in the best interests of the City to approve the MOU, which offers Local 145 members enhanced benefits, because it will improve recruitment and retention of City employees; NOW, THEREFORE,

BE IT RESOLVED that, pursuant to the authority of the MMBA and Council Policy 300-06, the Council of the City of San Diego approves and ratifies the MOU between the City and Local 145 for Fiscal Years 2017 through 2020, on file in the Office of the City Clerk as Document No. RR- 310508.

BE IT FURTHER RESOLVED that the Council authorizes the payment of \$25.00 per pay period for each Local 145 member, except Fire Recruits, into the Southern California Firefighters Benefit Trust, starting July 1, 2016, under the terms negotiated by the City and Local 145 in the tentative agreement; and

BE IT FURTHER RESOLVED that the Council requests the City's Management Team, working with the City Attorney, to prepare and present to the Council for determination all documents necessary to implement the agreed-upon and approved contribution of \$25.00 per pay period for each Local 145 member, except Fire Recruits, into the Southern California Firefighters Benefit Trust.


APPROVED: JAN I. GOLDSMITH, City Attorney

By  _____
Joan F. Dawson
Deputy City Attorney

JFD:ccm
June 10, 2016 COR. COPY
June 2, 2016
Or.Dept: Human Resources
Doc. No.: 1296774_2

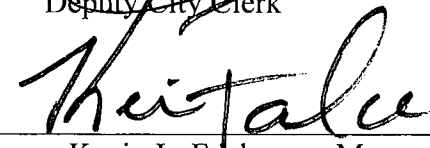
I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of 6/13/16.

ELIZABETH MALAND
City Clerk

By  _____
Deputy City Clerk

Approved: 6/13/16

(date)

 _____
Kevin L. Faulconer, Mayor

Vetoed: _____
(date)

Kevin L. Faulconer, Mayor

Passed by the Council of The City of San Diego on JUN 13 2016, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Sherri Lightner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lorie Zapf	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Todd Gloria	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Myrtle Cole	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mark Kersey	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chris Cate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scott Sherman	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
David Alvarez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marti Emerald	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage JUN 13 2016.

(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

KEVIN L. FAULCONER
Mayor of The City of San Diego, California.

ELIZABETH S. MALAND
City Clerk of The City of San Diego, California.

(Seal)

By Mary Finandoy, Deputy

Office of the City Clerk, San Diego, California

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