ADOPT RESOLUTION TO APPROVE THE AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF STOCKTON AND THE STOCKTON PROFESSIONAL FIRE FIGHTERS’ LOCAL UNION 456 (FIRE UNIT)

RECOMMENDATION

It is recommended that the City Council adopt by Resolution the attached Amendment to the Stockton Professional Fire Fighters’ Local Union 456 (“Fire Unit”) successor Memorandum of Understanding (MOU) effective July 1, 2015 through June 30, 2016. The City Council adoption will authorize the City Manager to: 1) execute the MOU Amendment; and 2) take actions appropriate to carry out the implementation of the MOU amendment.

Summary

A successor MOU for the Fire Unit was approved by Council on July 21, 2015, which contained an increase to the City’s medical contribution and a 2% cost of living increase adjustment (COLA) to base pay effective August 1, 2015. Subsequent to this successor MOU adoption, on February 26, 2016, the Fire Unit and City reached agreement to increase the number of HAZ/MAT assignments from twelve (12) employees to twenty-one (21). Employees assigned to HAZ/MAT receive a 5% add pay. The increase of nine (9) additional employees receiving the 5% add pay requires a budget amendment for Fiscal Year 2015-16. The Fire Unit MOU Amendment is attached in redlined format, as Attachment A.

DISCUSSION

Background

The City Council adopted a successor Fire MOU on July 21, 2015, with terms and conditions consistent with the City’s L-RFP. The MOU has a contract term of one year- July 1, 2015 through June 30, 2016. The MOU includes a provision for twelve (12) employees actively assigned to the HAZ/MAT response team to receive a 5% add pay. Subsequent to the ratification of this successor MOU, the City and Fire Unit continued to have discussions regarding the operational need to assign additional employees to the HAZ/MAT response team, for a total of twenty-one (21) employees.

Present Situation

The Fire Unit MOU Amendment is presented in accordance with the Fire Department’s endeavor to staff a functional Hazardous Material response team for each of the three Fire Suppression shifts. Each of the three Fire Suppression shifts will include seven (7) HAZ/MAT certified employees, all to be co-located at the same fire station (Fire Station 3) and will staff an Engine and Truck on the respective shifts. Increasing the daily assigned HAZ/MAT staff increases community and personnel
safety, and enhances operational effectiveness.

Maintaining a staff of 7 HAZ/MAT certified employees on each shift ensures that the City will be in compliance with laws, regulations, standards and best practices related to the HAZ/MAT Teams and responses, including:

3. NFPA 473: Recommended Practice for Responding to Hazardous Materials Incidents; and

FINANCIAL SUMMARY

The amendment to increase the 5% HAZ/MAT add pay by nine (9) additional employees will cost approximately $15,000 beginning April 1, 2016, and through the remainder of Fiscal Year 2015/2016. The additional cost for Fiscal Year 2016/2017 will be $62,000.

The additional cost for Fire Unit member salary and benefits associated with this MOU for Fiscal Year 2015/2016 will be distributed between three (3) City funds as follows:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>$12,500</td>
</tr>
<tr>
<td>Development Services</td>
<td>$ 2,100</td>
</tr>
<tr>
<td>Measure W Public Safety Tax</td>
<td>$  300</td>
</tr>
</tbody>
</table>

Attachment A - Fire Unit MOU Amendment - redlined