

CITY OF NAPA CITY COUNCIL
AGENDA REPORT

CONSENT CALENDAR
AGENDA ITEM 5.F.
Date: August 18, 2015

To: Honorable Mayor and Members of City Council

From: Nancy Weiss, Assistant City Manager

Prepared by: Desiree Brun, Assistant to the City Manager

Subject: Napa City Firefighters' Association Memorandum of Understanding

ISSUE STATEMENT:

Adopt the Memorandum of Understanding between the City of Napa and the Napa City Firefighters' Association (NCFA).

DISCUSSION:

In March 2015, the City of Napa and NCFA began negotiations on a new Memorandum of Understanding (MOU) for the period July 1, 2015 through June 30, 2017. The City and NCFA reached a Tentative Agreement on a Successor MOU, which was ratified on June 9, 2015 by NCFA and adopted by Council on June 16, 2015. The major terms of that agreement are as follows:

- Increases to salary of 3.00% to be effective with the pay period beginning on 7/04/15 and 2.75% to be effective with the pay period beginning 7/02/16.
- Effective July 1, 2015, the City will contribute on a monthly basis an amount either equal to 85% of FY15-16 Kaiser HMO premiums, or a monthly amount of \$675 (employee only), \$1,350 (employee plus one) or \$1,795 (family), whichever is greater.
- Adjusted the PERS cost share contributions for members in the second and third tier retirement formulas and retained the additional PERS contribution.
- Includes staffing language that provides flexibility of Paramedic staffing on fire response vehicles
- Compensatory Time Off (CTO) accrual capped at a maximum of 144 hours per calendar year. Members no longer have the ability to continuously use and accrue CTO.

FINANCIAL IMPACTS:

The Proposed FY2015-17 Budget includes assumptions, based on the Long Term Financial Plan, for salaries and benefits for City employees. The total cost of the

Tentative Agreement package for NCFA is approximately \$583,000. These costs have already been incorporated into the Proposed FY2015-17 Budget.

CEQA:

The City Manager has determined that the Recommended Action described in this Agenda Report is not subject to CEQA, pursuant to CEQA Guidelines Section 15378.

DOCUMENTS ATTACHED:

Attachment 1: Memorandum of Understanding between the City of Napa and the Napa City Firefighters' Association.

NOTIFICATION:

Napa City Firefighters' Association

RECOMMENDED ACTION:

Staff recommends that the City Council move, second and approve each of the actions set forth below, in the form of the following motion. Move to:

Approve the Memorandum of Understanding between the City of Napa and the Napa City Firefighters Association, and authorize the Assistant City Manager to execute the MOU on behalf of the City.