



## Staff Reports Details (With Text)

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**File created:** 6/6/2018    **In control:** CITY COUNCIL OF THE CITY OF NAPA  
**On agenda:** 6/19/2018    **Final action:** 6/19/2018  
**Title:** Tentative Agreement between the City of Napa and the Napa City Firefighters Association  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. ATCH 1 - Tentative Agreement NCFA

| Date      | Ver. | Action By                        | Action   | Result |
|-----------|------|----------------------------------|----------|--------|
| 6/19/2018 | 1    | CITY COUNCIL OF THE CITY OF NAPA | approved | Pass   |

**To:** Honorable Mayor and Members of City Council

**From:** Mike Parness, City Manager

**Prepared By:** Desiree Brun, Deputy City Manager

### TITLE:

Tentative Agreement between the City of Napa and the Napa City Firefighters Association

### RECOMMENDED ACTION:

Approve and adopt the Tentative Agreement between the City of Napa and the Napa City Firefighters Association (NCFA) for the term July 1, 2018 through June 30, 2021, and authorize the City Manager to finalize a successor Memorandum of Understanding.

### DISCUSSION:

In April 2018, the City of Napa and NCFA began negotiations on a new Memorandum of Understanding for the period July 1, 2018 through June 30, 2021. On June 6, 2018, the City and NCFA reached a Tentative Agreement. The Tentative Agreement was ratified by NCFA membership on June 18, 2018. The major terms of the agreement are as follows:

- Three-year term, July 1, 2018 through June 30, 2021
- Negotiated increases: Year 1=2.5%, Year 2 = 2.7%, Year 3 = 2.7%.
- Napa Interagency Response Team, Swift Water Rescue and SWAT medic specialty pays compensated at 3% of member's base salary.
- Infection Control Coordinator and Fitness Coordinator specialty pays compensated at 2% of member's base salary.
- All specialty assignments are additive up to 6% maximum.
- Uniform allowance increased to \$800 per year per member.
- Minimal increase to education pay with elimination of 30-unit education incentive

through attrition.

- Elimination of “Me Too” clause.
- Maintain medical and dental premium caps.

**FINANCIAL IMPACTS:**

The costs associated with the changes to the new NCFA agreement can be accommodated in the adopted FY 2017-19 budget and have already been anticipated in the Long Term Financial Plan projections, therefore a budget adjustment is not required at this time. There is no net impact to the General Fund for implementation of this agreement. Specific changes in the terms of the agreement from the current MOU are included in Attachment 1.

**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:**

ATCH 1 - Signed Comprehensive Tentative Agreement Package dated June 7, 2018 between the City of Napa and Napa City Firefighters Association.

**NOTIFICATION:**

Napa City Firefighters Association