



Staff Reports Details (With Text)

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On agenda: 1/15/2019 **Final action:** 1/15/2019
Title: Tentative Agreement Between the City of Napa and the Napa Chief Fire Officers
Sponsors:
Indexes:
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Attachments: 1. ATCH 1 - Tentative Agreement NCFO

| Date | Ver. | Action By | Action | Result |
|-----------|------|----------------------------------|----------|--------|
| 1/15/2019 | 1 | CITY COUNCIL OF THE CITY OF NAPA | approved | Pass |

To: Honorable Mayor and Members of City Council

From: Steve Potter, City Manager

Prepared By: Desiree Brun, Deputy City Manager

TITLE:

Tentative Agreement Between the City of Napa and the Napa Chief Fire Officers

RECOMMENDED ACTION:

Approve and adopt the Tentative Agreement between the City of Napa and Napa Chief Fire Officers (NCFO) for the term January 1, 2019 through December 31, 2021 and authorize the City Manager to finalize and execute a successor Memorandum of Understanding.

DISCUSSION:

In December 2018, the City and NCFO's lead negotiator met informally to discuss their interests and length of term for a successor Memorandum of Understanding. Due to scheduling conflicts, the parties were unable to meet face-to-face again, but were mutually agreeable to exchanging information electronically. On December 21, 2018, the City provided proposal costing based on information and options discussed with NCFO. The City and NCFO discussed the information on January 2, 2019, and a Tentative Agreement was reached and ratified by NCFO membership on the same day.

The major terms of the agreement are as follows:

- Three-year term, January 1, 2019 through December 31, 2021
- Effective with the pay period containing January 1, 2019, educational incentives shall be increased and paid at the following rates:
 - 30 semester units = \$125 per month
 - AA/AS Degree = \$175 per month

- BA/BS Degree = \$225 per month
- Effective with the pay period containing January 1, 2019, State Fire Officer Certification Pay shall be increased and paid at the rate of three hundred dollars (\$300.00) per month.
- Effective with the pay period containing January 1, 2019, State Fire Chief Officer Certification Pay shall be increased and paid at the rate of three hundred twenty-five dollars (\$325.00) per month.
- Maintain medical premium caps.
- Adjust the monthly dental premium rate caps to a round dollar amount as follows; employee only (\$53), employee plus one (\$90) and family (\$138).

FINANCIAL IMPACTS:

The costs associated with this Tentative Agreement with the Napa Chief Fire Officers is within the negotiation parameters authorized by City Council in Closed Session on October 16, 2018 and can be accommodated in the adopted FY 2017-19 budget, therefore a budget adjustment is not required at this time.

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 - Tentative Agreement

NOTIFICATION:

Napa Chief Fire Officers