



AGENDA REPORT

TO: Edward D. Reiskin
City Administrator

FROM: Ian Appleyard
Human Resources
Management Director

SUBJECT: IAFF MOU Amendment to ARFF
Pay

DATE: November 18, 2021

City Administrator Approval 

Date: Dec 7, 2021

RECOMMENDATION

Staff Recommends That City Council Adopt A Resolution Approving An Amendment To The Memorandum Of Understanding Between The City Of Oakland And The International Association Of Firefighters, Local 55 (IAFF MOU), Increasing The Fire Protection And Aircraft Rescue Firefighting Services (ARFF) Specialty Pay By An Additional 4% Retroactively Effective As Of The First Full Pay Period In July 2021 And Conditioned Upon The Agreement By The Port Of Oakland To Provide Full Reimbursement To The City For ARFF Pay.

EXECUTIVE SUMMARY

The City and the Port have entered into an amended Memorandum of Understanding (Port MOU Extension), that extends the current term for fifteen months, to allow the Oakland Fire Department to continue providing rescue and firefighting services at the Oakland International Airport, which includes payment by the Port of an additional four percent (4%) specialty pay retroactive to July 1, 2021, for OFD members assigned to work at Station 22, bringing the total specialty pay provided by the Port to six percent (6%). The Port MOU Extension was approved by Resolution No. 88732 C.M.S. on September 23, 2021. This report provides a history of the City Council's approval of the Port MOU Extension and foundation to authorize the City Administrator to amend the IAFF MOU. There is no additional cost associated with the recommended action.

BACKGROUND/LEGISLATIVE HISTORY

In 1997, City Council via Resolution No. 73115 C.M.S., authorized the City of Oakland (City) to enter into a Memorandum of Understanding (Port MOU) with the Port of Oakland to provide fire protection and aircraft crash rescue services (ARFF services) at the Oakland International Airport (Airport). In accordance with the MOU with the International Association of Firefighters, Local 55 ("IAFF") (the labor union representing the Oakland Fire Department's firefighters), the Oakland Fire Department provides emergency response services at the Airport, with firefighters

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based at Aircraft Rescue and Fire Fighting (ARFF) Station No. 22, located between the iconic Oakland International Airport Tower and its runways.

The City, subsequently entered into several agreements to supplement the Port MOU to continue to provide ARFF services, the latest of which was approved by City Council (Resolution No. 88732 C.MS) on September 23, 2021. The Port MOU has therefore been extended for fifteen months, to allow the Fire Department to continue providing rescue and firefighting services at the Oakland International Airport and includes agreement by the Port to pay an additional four percent (4%) specialty pay retroactive to July 1, 2021, for OFD members assigned to work at Station 22. The current MOU between the City and IAFF, Local 55, section 2.8.3.3 provides for 2% specialty pay for firefighters assigned to work at Station 22. This resolution authorizes the City Administrator to amend the IAFF MOU bringing the total specialty pay reimbursed by the Port to six percent (6%) retroactive to July 1, 2021 and subject to agreement by the Port for reimbursement.

ANALYSIS/POLICY ALTERNATIVES

Approval of the proposed resolution is necessary to adopt the Side Letter Agreement to the MOU between the City and IAFF, Local 55 to provide the 4% increase in ARFF Specialty Pay from 2% to reflect the 6% reimbursable ARFF Specialty pay as agreed in the Port MOU. The following is a summary of the key provisions of the Side Letter agreement:

Compensation: IAFF MOU sections 2.8.3.3 and 2.8.3.3.2 to reflect Aircraft Rescue Firefighting Pay of six percent (6%) effective the first full pay period in July 2021.

Effective: The Side Letter Agreement is retroactively effective the first full pay period in July 2021.

Conditions: Subject to the agreement by the Port of Oakland to provide full reimbursement to the City for up to six percent (6%) of Aircraft Rescue Firefighting pay

FISCAL IMPACT

Adopting the Side Letter Agreement to increase ARFF Pay will not result in a negative fiscal impact to the City. Under the terms of the extension of the Port MOU the Port has agreed to reimburse the City for costs incurred by the City and for the increase in the ARFF Pay provisions.

COORDINATION

The office of the City Attorney and Budget Office was consulted in the preparation of this report.

PUBLIC OUTREACH / INTEREST

No public outreach is required.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report

Social Equity: There are no social equity opportunities associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That City Council Adopt A Resolution Approving An Amendment To The Memorandum Of Understanding Between The City Of Oakland And The International Association Of Firefighters, Local 55 (IAFF MOU), Increasing The Fire Protection And Aircraft Rescue Firefighting Services (ARFF) Specialty Pay By An Additional 4% Retroactively Effective As Of The First Full Pay Period In July 2021 And Conditioned Upon The Agreement By The Port Of Oakland To Provide Full Reimbursement To The City For ARFF Pay.

For questions regarding this report, please contact Ian Appleyard, Human Resources Management Director, at (510) 238-6450.

Respectfully submitted,



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