


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

RESOLUTION APPROVING THE SIDE LETTER TO AMEND AND CLARIFY ARTICLE 2.8.7.1. OF THE NOVEMBER 1, 2020 – JUNE 30, 2026 MEMORANDUM OF UNDERSTANDING (“MOU”) BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (“IAFF”), LOCAL 55, TO BE EFFECTIVE NOVEMBER 1, 2020

WHEREAS, the City of Oakland (“City”) and the International Association of Firefighters (“IAFF”), Local 55 are parties to a memorandum of understanding (“MOU”), negotiated pursuant to section 3505.1 of the Government Code of the State of California, and with a term of November 1, 2020 through June 30, 2026 (“MOU”); and

WHEREAS, based on a review by the California Public Employees Retirement System (“CalPERS”), the City and IAFF Local 55 have amended the title and provisions of MOU Article 2.8.7.1 in order to comply with the findings of CalPERS’ review and to confirm the parties’ intent; and

WHEREAS, CalPERS determined that the premium described in MOU Section 2.8.7.1 was not considered reportable wages under the California Public Employees’ Retirement System (“CalPERS”) because the language of that section did not comply with the Public Employees’ Retirement law (“PERL”) requirements for reportable compensation for the purposes of calculating represented employees’ compensable wages; and

WHEREAS, the side letter revises MOU section 2.8.7.1 to comply with CalPERS’ findings and more clearly articulate the purpose and criteria for eligibility for the Fire Staff Premium; and

WHEREAS, CalPERS has reviewed the revised Section 2.8.7.1 and determined it complies with the PERL; and

WHEREAS, the key provisions of the Side Letter Agreement to the MOU are fully described in the report to the City Administrator dated September 29, 2025; and

WHEREAS, the terms and conditions contained in said Side Letter Agreement between the City of Oakland and IAFF, Local 55 are in the best interests of the City; now, therefore, be it

RESOLVED: That said agreement be, and is, hereby approved; and be it

FURTHER RESOLVED: That the provisions of said Side Letter Agreement between the City of Oakland and IAFF, Local 55 are effective as of Council adoption.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND
PRESIDENT JENKINS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California