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OFFICE OF THE CITY CLERK
OAKLAND
2014 JUN 19 PM 3:51

AGENDA REPORT

TO: HENRY L. GARDNER
INTERIM CITY ADMINISTRATOR

FROM: Katano Kasaine

SUBJECT: Adopt the IAFF Local 55 MOU and
Ordinance for Salary Increases

DATE: July 1, 2014

City Administrator
Approval

Date

6/19/14

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff Recommends that the City Council Adopt a Resolution Approving the Memorandum of Understanding between the City of Oakland and the International Association of Firefighters, Local 55, Representing Employees in Representation Unit FQ1 Covering the Period from July 1, 2014 to October 31, 2017; And Amending Salary Schedule of Ordinance 12187 C.M.S. (The Salary Ordinance) to Increase Salaries by Amounts Pursuant to the Memorandum of Understanding.

OUTCOME

The City of Oakland has reached a tentative agreement on wages and other terms and conditions of employment with the International Association of Firefighters (IAFF), Local 55. The term of the agreement is from July 1, 2014 through October 31, 2017. The proposed amendment to the Salary Ordinance has been prepared to provide a 3% Cost of Living Adjustment (COLA) increasing the salaries of the City's members in IAFF in Fiscal Year 2014-2015, 1% COLA in November 2015; 1% COLA in March 2016; and a 2% COLA increasing the salaries of the City's members in IAFF in Fiscal Year 2016-2017.

BACKGROUND/LEGISLATIVE HISTORY

The current Memorandum of Understanding (MOU) between the City of Oakland and the International Association of Firefighters expires on June 30, 2014. Since January 9, 2014, the City and Local 55 negotiation teams have met regularly and have signed comprehensive Tentative Agreements on thirteen MOU Articles. Items of significance include a 40 month term of agreement ending October 31, 2017; and the establishment of a Health Reimbursement Account (HRA) with one-time, non-recurring, non-pensionable payment.

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July 1, 2014

ANALYSIS

Approval of the proposed Resolution is necessary to adopt the MOU between the City and the Association. Local 55 is currently voting to ratify the new MOU with a final ratification date of midnight Friday June 20th. The report, Ordinance and resolution are being prepared for Council approval and authorization following Union ratification. Salary Ordinance amendment requires two readings, so it will be presented for its first reading July 1, 2014, for consideration and approval, and second reading on July 15, 2014. If for any reason the MOU is not finalized or approved, the Salary Ordinance amendment could be canceled or delayed if required. The following is a summary of the key provision of the tentative agreements:

Article 1: General Provisions	<ul style="list-style-type: none"> ✓ Agency Fee: Revised existing language to comply with Government Code Section 3502.5, and ✓ Non-Discrimination: Clarified discrimination prohibited.
Article 2: Direct Pay For Services	<ul style="list-style-type: none"> ✓ 2014-2015 - 3.0% increase ✓ 2015-2016 - 1.0%, 1.0%, 1.0%, each calculated on the 2014-2015 base to avoid compounding. ✓ 2016-2017 – 2.0% ✓ Revised standards for paying step increases.
Article 3: Insurance Programs	<ul style="list-style-type: none"> ✓ Reopener to complete details for Health Reimbursement Plan. ✓ \$1,000 one-time, lump sum, non-recurring payment toward HRA.
Article 4: Personnel Provisions	<ul style="list-style-type: none"> ✓ 4.2 Staffing Agreement ✓ Local 55 accepted numerous City language proposals on personnel issues.
Article 5: Fitness For Duty	<ul style="list-style-type: none"> ✓ City retains right to continue fitness for duty and random substance abuse testing.
Article 6: Leaves	<ul style="list-style-type: none"> ✓ Catastrophic Leave: Delete existing language and replace with City IA. ✓ Sell-Back Sick Leave: Retains “Sick leave days shall not be eligible to be “sold back” under any City policy or practice.” ✓ Converting Vacation Accrual to HRA: Details to be negotiated during reopener.
Article 7: Safety	<ul style="list-style-type: none"> ✓ Cleaned up out-of-date language and agreed on extractor installation.
Article 8: Retirement	<ul style="list-style-type: none"> ✓ Revised entire article to comply with Public Employee Pension Reform Act (“PEPRA”) ✓ Local 55 agreed to pay 13.0% (up to 4.0% of City’s cost.)
Article 9: Grievance	<ul style="list-style-type: none"> ✓ Delete two arbitrators and add Barry Winograd.
Article 10: Special Provisions	<ul style="list-style-type: none"> ✓ Sideletters: Unless incorporated or attached, all sideletters shall expire.
Article 11: Completion of Negotiations	No significant issues.
Article 12: Savings Clause	No significant issues.
Article 13: Term of Agreement	<ul style="list-style-type: none"> ✓ Term is July 1, 2014 through October 31, 2017.

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PUBLIC OUTREACH

No public outreach was required.

COST SUMMARY/IMPLICATIONS

The estimated cost will be \$13,800,953.00 over the term of the contract (Year 1 \$2,972,922; Year 2 \$4,555,486; and Year 3 \$6,272,545) per the attached schedule. A portion of the funding to support the COLA salary increases proposed in the attached Salary Ordinance amendment is included in the Adopted Policy Budget for Fiscal Year 2014-2015 only. Other estimated cost will be included in future budgets.

SUSTAINABLE OPPORTUNITIES


There are no economic opportunities associated with this report.

There are no environmental opportunities associated with this report.

There are no social equity opportunities associated with this report.

For questions regarding this report, please contact Katano Kasaine, Interim Employee Relations Director, at (510) 238-2989.

Respectfully submitted,



Katano Kasaine
Interim Employee Relations Director

Prepared by:
Sonia Lara
Principal Employee Resource Analyst
CAO/Employee Relations Department

Jaime Pritchett
Principal Human Resources Analyst
HRD/Recruitment and Classification

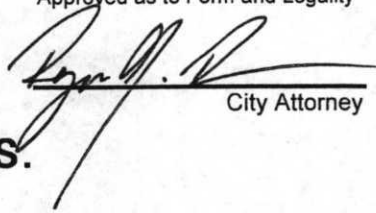
Attachment

- DRAFT Resolution
- DRAFT Ordinance
- Estimated COLA Increases

Item: _____
Council
July 1, 2014

FILED
OFFICE OF THE CITY CLERK
OAKLAND

OAKLAND CITY COUNCIL


City Attorney

2014 JUN 19 11:53 AM
RESOLUTION No. _____ C.M.S.

Introduced by Councilmember _____

**RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS (IAFF), LOCAL 55,
REPRESENTING EMPLOYEES IN REPRESENTATION UNIT FQ1,
FOR THE PERIOD OF JULY 1, 2014 THROUGH OCTOBER 31, 2017**

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and the International Association of Firefighters, Local 55 has been presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State of California: and

WHEREAS, the key provisions of the Memorandum of Understanding are described in the Report from the City Administrator dated July 1, 2014; and

WHEREAS, the terms and conditions contained in said Memorandum of Understanding 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 Memorandum of Understanding are effective as of the date the City Council approves said Memorandum of Understanding, unless otherwise specified in said Memorandum of Understanding and shall be retroactive if required.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN

NOES -

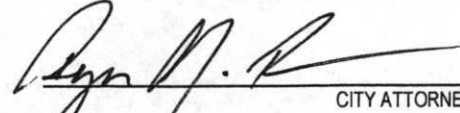
ABSENT -

ABSTENTION -

ATTEST: _____

LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

FILED
 OFFICE OF THE CITY CLERK
 INTRODUCED BY COUNCILMEMBER _____


 CITY ATTORNEY

2014 JUN 19 PM 3:51

OAKLAND CITY COUNCIL

ORDINANCE No. _____ C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARIES OF EMPLOYEES IN THE JOB CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55 AND PROVIDING THE SAME SALARY ADJUSTMENTS FOR UNREPRESENTED SWORN CLASSIFICATIONS

THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

Section 1. Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended as set forth below. Additions are indicated by underscoring and deletions are indicated by ~~strike-through type~~; portions of ordinances not cited or not shown in underscoring or strike-through type are not changed.

Section 2. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.017 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Battalion Chief	PS102	Step 1	13130.46	July 1, 2014
		Step 1	13261.76	July 1, 2015
		Step 1	13393.07	Nov. 1, 2015
		Step 1	13524.37	March 1, 2016
		Step 1	13794.86	July 1, 2016

Section 3. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.017 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Battalion Chief	PS180	Step 1	13130.46	July 1, 2014
		Step 1	13261.76	July 1, 2015
		Step 1	13393.07	Nov. 1, 2015
		Step 1	13524.37	March 1, 2016
		Step 1	13794.86	July 1, 2016

Section 4. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.014 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Captain of Fire Department	PS103	Step 1	10916.76	July 1, 2014
		Step 1	11025.92	July 1, 2015
		Step 1	11135.09	Nov. 1, 2015
		Step 1	11244.26	March 1, 2016
		Step 1	11469.14	July 1, 2016

Section 5. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.014 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Captain of Fire Department	PS104	Step 1	10916.76	July 1, 2014
		Step 1	11025.92	July 1, 2015
		Step 1	11135.09	Nov. 1, 2015
		Step 1	11244.26	March 1, 2016
		Step 1	11469.14	July 1, 2016

Section 6. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Engineer of Fire Department	PS118	Step 1	9438.30	July 1, 2014
		Step 1	9532.69	July 1, 2015
		Step 1	9627.07	Nov. 1, 2015
		Step 1	9721.45	March 1, 2016
		Step 1	9915.88	July 1, 2016

Section 7. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Engineer of Fire Department	PS119	Step 1	9438.30	July 1, 2014
		Step 1	9532.69	July 1, 2015
		Step 1	9627.07	Nov. 1, 2015
		Step 1	9721.45	March 1, 2016
		Step 1	9915.88	July 1, 2016

Section 8. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.001 Pay Grade Table to read as follows:

Classification Title
Fire Fighter

Class No.
PS125

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Effective Dates
6587.37	7020.62	7444.37	7853.93	8129.04	8410.52	8668.24	July 1, 2014
6653.24	7090.83	7518.82	7932.47	8210.34	8494.62	8754.92	July 1, 2015
6719.11	7161.03	7593.26	8011.01	8291.63	8578.73	8841.60	Nov. 1, 2015
6784.99	7231.24	7667.71	8089.55	8372.92	8662.83	8928.29	March 1, 2016
6920.69	7375.87	7821.06	8251.34	8540.37	8836.09	9106.85	July 1, 2016

Section 9. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.001 Pay Grade Table to read as follows:

Classification Title
Fire Fighter

Class No.
PS128

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Effective Dates
6587.37	7020.62	7444.37	7853.93	8129.04	8410.52	8668.24	July 1, 2014
6653.24	7090.83	7518.82	7932.47	8210.34	8494.62	8754.92	July 1, 2015
6719.11	7161.03	7593.26	8011.01	8291.63	8578.73	8841.60	Nov. 1, 2015
6784.99	7231.24	7667.71	8089.55	8372.92	8662.83	8928.29	March 1, 2016
6920.69	7375.87	7821.06	8251.34	8540.37	8836.09	9106.85	July 1, 2016

Section 10. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.004 Pay Grade Table to read as follows:

Classification Title
Fire Fighter, Relief

Class No.
PS133

Step
Step 1
Step 1
Step 1
Step 1
Step 1

Salary
8668.24
8754.92
8841.60
8928.29
9106.85

Effective Dates
July 1, 2014
July 1, 2015
Nov. 1, 2015
March 1, 2016
July 1, 2016

Section 11. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.008 Pay Grade Table to read as follows:

Classification Title
Fire Fighter/Fire
Boat Engineer

Class No.
PS134

Step
Step 1
Step 1
Step 1
Step 1
Step 1

Salary
10097.67
10198.65
10299.63
10400.60
10608.61

Effective Dates
July 1, 2014
July 1, 2015
Nov. 1, 2015
March 1, 2016
July 1, 2016

Section 12. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Fighter/Fire Boat Engineer	PS135	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

Section 13. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Investigation Coordinator	PS138	Step 1	10553.08	July 1, 2014
		Step 1	10658.61	July 1, 2015
		Step 1	10764.14	Nov. 1, 2015
		Step 1	10869.67	March 1, 2016
		Step 1	11087.06	July 1, 2016

Section 14. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.007 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Investigator	PS139	Step 1	9942.70	July 1, 2014
		Step 1	10042.13	July 1, 2015
		Step 1	10141.56	Nov. 1, 2015
		Step 1	10240.98	March 1, 2016
		Step 1	10445.80	July 1, 2016

Section 15. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.021 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Investigator	PS181	Step 1	9942.70	July 1, 2014
		Step 1	10042.13	July 1, 2015
		Step 1	10141.56	Nov. 1, 2015
		Step 1	10240.98	March 1, 2016
		Step 1	10445.80	July 1, 2016

Section 16. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.016 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Marshall, Assistant	PS140	Step 1	11764.28	July 1, 2014
		Step 1	11881.93	July 1, 2015
		Step 1	11999.57	Nov. 1, 2015
		Step 1	12117.21	March 1, 2016
		Step 1	12359.56	July 1, 2016

Section 17. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.006 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Inspector, Fire Prevention Bureau	PS146	Step 1	9654.94	July 1, 2014
		Step 1	9751.49	July 1, 2015
		Step 1	9848.04	Nov. 1, 2015
		Step 1	9944.58	March 1, 2016
		Step 1	10143.48	July 1, 2016

Section 18. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.006 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Inspector, Fire Prevention Bureau	PS147	Step 1	9654.94	July 1, 2014
		Step 1	9751.49	July 1, 2015
		Step 1	9848.04	Nov. 1, 2015
		Step 1	9944.58	March 1, 2016
		Step 1	10143.48	July 1, 2016

Section 19. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant of Fire Department	PS149	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

Section 20. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant of Fire Department	PS150	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

Section 21. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant, Fire Prevention Bureau	PS153	Step 1	10553.08	July 1, 2014
		Step 1	10658.61	July 1, 2015
		Step 1	10764.14	Nov. 1, 2015
		Step 1	10869.67	March 1, 2016
		Step 1	11087.06	July 1, 2016

Section 22. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant, Fire Prevention Bureau	PS154	Step 1	10553.08	July 1, 2014
		Step 1	10658.61	July 1, 2015
		Step 1	10764.14	Nov. 1, 2015
		Step 1	10869.67	March 1, 2016
		Step 1	11087.06	July 1, 2016

Section 23. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.022 Pay Grade Table to read as follows:

Classification Title
Firefighter Paramedic

Class No.
PS183

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Effective Dates
7889.34	8312.24	8722.13	8996.39	9279.37	9534.36	July 1, 2014
7968.23	8395.36	8809.35	9086.36	9372.16	9629.71	July 1, 2015
8047.12	8478.49	8896.57	9176.32	9464.96	9725.05	Nov. 1, 2015
8126.02	8561.61	8983.79	9266.28	9557.75	9820.40	March 1, 2016
8288.54	8732.84	9163.47	9451.61	9748.90	10016.80	July 1, 2016

Section 28. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.104.005~~FQ1.104.018~~ Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Marshall	EM169	Step 1	14028.60	July 1, 2014
		Step 1	14168.89	July 1, 2015
		Step 1	14309.17	Nov. 1, 2015
		Step 1	14449.46	March 1, 2016
		Step 1	14738.45	July 1, 2016

Section 29. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.80.001 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Assistant Chief of Fire Department	EM113	Step 1	15601.34	July 1, 2014
		Step 1	15757.35	July 1, 2015
		Step 1	15913.37	Nov. 1, 2015
		Step 1	16069.38	March 1, 2016
		Step 1	16390.77	July 1, 2016

Section 30. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.80.003 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Deputy Chief of Fire Department	PS117	Step 1	16546.24	July 1, 2014
		Step 1	16711.71	July 1, 2015
		Step 1	16877.17	Nov. 1, 2015
		Step 1	17042.63	March 1, 2016
		Step 1	17383.48	July 1, 2016

Section 31. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.80.004 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Division Chief	EM224	Step 1	14208.48	July 1, 2014
		Step 1	14350.56	July 1, 2015
		Step 1	14492.65	Nov. 1, 2015
		Step 1	14634.73	March 1, 2016
		Step 1	14927.43	July 1, 2016

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 2014
PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

LaTonda Simmons

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

DATE OF ATTESTATION: _____

AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARIES OF EMPLOYEES IN THE JOB CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55 AND PROVIDING THE SAME SALARY ADJUSTMENTS FOR UNREPRESENTED SWORN FIRE CLASSIFICATIONS

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2014 JUN 19 PM 3:51

DIGEST

Ordinance Amending the Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to adjust the salaries of employees in the job classifications represented by the International Association of Firefighters, Local 55 and providing the same salary adjustments for unrepresented sworn Fire classifications
