

**CITY COUNCIL OF THE
CITY OF SAN JOSE**

October 16, 2018

Item 3.4

IAFF - Tentative Agreement

- **The IAFF MOA expired June 30, 2018**
- **A Tentative Agreement with IAFF, Local 230 was reached on October 1, 2018**
 - Term: July 1, 2018 – June 30, 2023 (5 years)
 - Includes the following wages:

Year	Fiscal Year	Wages
1	2018-2019	3.0% GWI + 1.0% NP
2	2019-2020	4.25% GWI
3	2020-2021	4.25% GWI
4	2021-2022	4.25% GWI
5	2022-2023	3% GWI

- This agreement will be valuable in providing stability to the workforce and achieves significant operational efficiencies to improve the City's Fire services

IAFF– Tentative Agreement (cont'd)

- **This agreement is above the recent 5-year forecast by approximately \$14 million**

Fiscal Year	February 2018 Forecast Surplus/(Shortfall)	Revised Forecast with IAFF Increases	Ongoing Cost Above Forecast
FY 18-19	\$0 (Adopted Budget)	(\$1.29M)	(\$1.29M)
FY 19-20	(\$15.5M)	(\$18.08M)	(\$2.58M)
FY 20-21	(\$8.9M)	(\$12.82M)	(\$3.92M)
FY 21-22	(\$10.5M)	(\$14.7M)	(\$4.2M)
FY 22-23	\$10.8M	\$8.8M	(\$2.0M)

- The City will identify one-time funding to address the additional 2018-2019 costs associated with the agreement of approximately \$1.29 million
 - The 2020-2024 General Fund Five-Year Forecast will also factor in the additional costs
- **Estimated total cost of the Agreement is approximately \$40 million over 5 years**

IAFF – Tentative Agreement (Notable Items)

Issue	Description
Premium Pays	Agreement to roll in Anti-Terrorism Training, Emergency Medical Technician, and Holiday-In-Lieu Pay into base pay
Administrative Assignment Premium Pay	Agreement to increase premium pay for temporary administrative assignments to 10% of base pay (from \$36 per pay period)
Education Incentive Premium Pay	Effective June 28, 2020, increased to 2% of top step firefighter pay (from \$35 per pay period)
Squad Program	Significantly increases flexibility for the Fire Chief to administer the Squad Program, including removal of limitations on the number of Squads and what calls Squads can respond to
Rehired Retiree Program	Ability to utilize Rehired Retirees for recruiting, public education, community emergency response team training, and academy assistant instructor positions (except for the Training Coordinator and Academy Coordinator positions)
Civilianization	Ability to civilianize up to 14 specified sworn positions

- For further details, please see the Tentative Agreement

IAFF – Tentative Agreement

▪ Recommendation

- Accept City recommendation to approve the terms of the Tentative Agreement between the City and IAFF

Discussion & Questions