



CITY COUNCIL AGENDA STATEMENT



May 5, 2020

File ID: 20-0148

TITLE

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CHULA VISTA AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-CIO LOCAL 2180, RELATED TO COMPENSATION AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT; AND AUTHORIZING THE CITY MANAGER, AS SET FORTH HEREIN, TO EXECUTE THE AFOREMENTIONED MOU AND ANY ADDITIONAL DOCUMENTS WHICH MAY BE NECESSARY OR REQUIRED TO IMPLEMENT SAID MOU

RECOMMENDED ACTION

Council adopt the resolution.

SUMMARY

The Memorandum of Understanding (MOU) between the City of Chula Vista and the International Association of Fire Fighters, AFL-CIO Local 2180 ("IAFF Local 2180"), expired December 31, 2019. During the past several months, negotiating teams representing IAFF and the City have worked collaboratively toward the development a mutually beneficial MOU. An agreement was reached on the term of the MOU, health benefits cost-sharing, professional enrichment, establishment of a union leave bank and additional counseling services.

ENVIRONMENTAL REVIEW

Environmental Notice

The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

Environmental Determination

The Director of Development Services has reviewed the proposed activity for compliance with the California Environmental Quality Act (CEQA) and has determined that the activity is not a "Project" as defined under Section 15378 of the State CEQA Guidelines; therefore, pursuant to Section 15060(c)(3) of the State CEQA Guidelines, the activity is not subject to CEQA. Thus, no environmental review is required.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION

Not Applicable

DISCUSSION

The Memorandum of Understanding (MOU) between the City of Chula Vista and the Chula Vista the International Association of Fire Fighters, AFL-CIO Local 2180 (“IAFF Local 2180”), expired December 31, 2019. During the past several months, negotiating teams representing IAFF Local 2180 and the City have worked collaboratively toward the development a mutually beneficial MOU.

The City and IAFF Local 2180 have met and conferred in good faith, as required by the Meyers-Milias-Brown Act (Govt. Code Section 3500 et. seq.; “MMBA”) and reached agreement on the terms of a successor MOU, including the term of the MOU (to expire December 31, 2021), health benefits cost-sharing, professional enrichment (restructuring use without allocating additional funds), and establishment of a union leave bank. The parties also agreed to update the MOU to include Letters of Understanding that were adopted during the term of the current MOU and additional counseling services currently being provided by the City. Below is a summary of the agreement reached:

1. Term and Effect: May 5, 2020 to December 31, 2021
2. Health Benefits (Medical):
 - a. The City will pay 100% of the premium for employees enrolled Kaiser plans.
 - b. Employees enrolled in the lowest cost, non-Kaiser, HMO will pay \$50 per month and the City will pay the balance of the premium.
 - c. Employees enrolled in the non-Kaiser full HMO plan will pay \$250 per month and the City will pay the balance of the premium.
 - d. Employees enrolled in the PPO shall receive the value of (c) listed above and employees will be responsible for the balance.
3. Union Leave Bank: A Union Leave Bank consisting of up to 1,000 hours per calendar year (funded by 1,500 hours of Sick Leave donated by employees represented by IAFF) will be established by the City to be used by specific IAFF members and for specific union purposes.

The proposed benefit enhancements were ratified by a majority of the IAFF membership on April 30, 2020.

DECISION-MAKER CONFLICT

The item is not site specific and Staff is not independently aware, and has not been informed by any City Council member, of any other fact that may constitute a basis for a decision maker conflict of interest in this matter.

CURRENT-YEAR FISCAL IMPACT

Current year fiscal impact is estimated to be \$10,195 to the General Fund, \$1,961 to the Measure A Sales Tax fund, and \$78 to the Advanced Life Support Program fund depending on specific employment enrollment. There is anticipated salary savings projected in the department to absorb the additional cost, resulting in no net impact to the General Fund.

ONGOING FISCAL IMPACT

The FY21 impact for the first half of the fiscal year is anticipated to be \$42,906 based on current enrollment. Open enrollment will create the opportunity for employees to elect benefit plan changes effective January 1, 2022. The impact from open enrollment could create a fiscal impact for the second half of the year ranging from a decrease of \$42,906 if all members were to select Kaiser to \$286,802 if all members were to select the City's PPO or Full-HMO.

FY22 full fiscal impact could range from a decrease of \$92,503, if all members were to select Kaiser, to \$631,148 if all members were to select the City's PPO or Full-HMO. It is important to note that the proposed labor contract will expire December 31, 2022 and future negotiations may impact this estimate.

These costs will be incorporated into the Fire Department's baseline budgets in future fiscal years.

ATTACHMENTS

Memorandum of Understanding (MOU) between the City of Chula Vista and the International Association of Fire Fighters, AFL-CIO Local 2180, May 5, 2020 – December 31, 2021

Staff Contact: Courtney Chase, Director of Human Resources/Risk Management