



# CITY COUNCIL AGENDA STATEMENT



March 26, 2019

File ID: 19-0179

## **TITLE**

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING THE FIRST AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING (SIDE LETTER) BETWEEN THE CITY OF CHULA VISTA AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 2180 REGARDING SQUADS

## **RECOMMENDED ACTION**

Council adopt the resolution.

## **SUMMARY**

In March 2019, the City and International Association of Fire Fighters, Local 2180, (IAFF) engaged in informal discussions to amend the current MOU (Side Letter) regarding the SQUAD Premium Pay and an agreement was subsequently reached to amend the MOU to provide for a 9% SQUAD Premium Pay instead of 8.5%. The increased amount was to ensure the intent of the parties to provide a SQUAD Premium Pay consistent with that provided to the Training Division was met.

## **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**

N/A

## **DISCUSSION**

On December 18, 2018, the City Council approved a Memorandum of Understanding (Side Letter) between the City of Chula Vista and International Association of Fire Fighters, Local 2180 (IAFF), related to staffing, compensation and other terms and conditions of employment funded by Measure A, to include SQUAD Premium Pay. In March 2019, the City IAFF engaged in informal discussions to amend the current MOU (Side Letter) regarding the SQUAD Premium Pay and an agreement was subsequently reached to increase the SQUAD Premium Pay from 8.5% to 9% retroactive to February 1, 2019 to make it consistent with how we compensate those in the Training Division.

Approval of the Resolution will approve the First Amendment to the Side Letter regarding the SQUAD program between the City of Chula Vista and IAFF.

## **DECISION-MAKER CONFLICT**

Staff has determined that the action contemplated by this item is ministerial, secretarial, manual, or clerical in nature and, as such, does not require the City Council members to make or participate in making a governmental decision, pursuant to California Code of Regulations Title 2, section 18702.4(a). Consequently, this item does not present a conflict under the Political Reform Act (Cal. Gov't Code § 87100, et seq.). 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.

## **LINK TO STRATEGIC GOALS**

The City's Strategic Plan has five major goals: Operational Excellence, Economic Vitality, Healthy Community, Strong and Secure Neighborhoods and a Connected Community. The position change supports the City-wide strategic goal of Operational Excellence by providing competitive pays that will attract and retain employees.

## **CURRENT-YEAR FISCAL IMPACT**

The proposed change to SQUAD Premium Pay is estimated to total a net cost of approximately \$1,200. The funding for this is funded in the Measure A Fund budget, resulting in no net fiscal impact to the General Fund.

## **ONGOING FISCAL IMPACT**

The ongoing costs associated with the proposed change to SQUAD Premium Pay are estimated at approximately \$5,000 annually. The overall cost will increase along with future cost of living adjustments and benefit changes. Expenses for SQUAD Premium Pay in succeeding fiscal years will be funded in the Measure A Fund budget. The cost will be incorporated into the baseline salary budget of the Fire Department in future fiscal years.

## **ATTACHMENT**

First Amendment to Memorandum of Understanding (Side Letter) Between the City of Chula Vista and International Association of Fire Fighters, Local 2180 Regarding Squads

*Staff Contact: Erin Dempster*