

August 16, 2023

**ITEM TITLE: RESOLUTION 2023-64 APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE IMPERIAL BEACH FIREFIGHTERS' ASSOCIATION, LOCAL 4692. (0540-50)**

**ORIGINATING DEPARTMENT:**

Human Resources

**EXECUTIVE SUMMARY:**

The MOU between the City and the IBFA expired on June 30, 2023. The City's Labor Negotiation Team and representatives of the bargaining unit held meet and confer meetings in good faith in accordance with the Meyers-Milias-Brown Act and have reached tentative agreements (TA) on the terms and conditions for a new MOU for a period of July 1, 2023 through June 30, 2025. Staff is recommending that the City Council adopt Resolution 2023-64 that would approve a two-year Memorandum of Understanding (MOU) from July 1, 2023, through June 30, 2025, with the Imperial Beach Firefighters' Association.

**RECOMMENDATION:**

Staff recommends adoption of Resolution 2023-64 approving the Memorandum of Understanding with the Imperial Beach Firefighters' Association.

**OPTIONS:**

- Adopt Resolution 2023-64; or
- Provide direction to the City Manager to take a specific action.

**BACKGROUND/ANALYSIS:**

The MOU between the City and the IBFA expired on June 30, 2023. The City's Labor Negotiation Team and representatives of the bargaining unit held meet and confer meetings since April and continued through early July in good faith in accordance with the Meyers-Milias-Brown Act and have reached tentative agreements (TA) on the terms and conditions for a new MOU for a period of July 1, 2023 through June 30, 2025. IBFA ratified the MOU on August 10, 2023.

In summary, the parties agreed to the following terms of a new MOU (Attachment 2):

- 1) A new MOU for the period of July 1, 2023 through June 30, 2025; and
- 2) Effective July 1, 2023, all fire classification salary ranges will be amended as reflected on Exhibit "A" as part of the MOU; and
- 3) A 2.5% cost of living adjustment effective July 1, 2024, for all full-time and probationary employees.
- 4) Health benefits as previously approved as part of a sideletter agreement and being ratified as part of the contract:
- 5) Sick leave accruals will increase by 1 hour per pay period.
- 6) An increase to the City's tuition reimbursement program from \$1,000 to \$2,000 and increase the annual cap when a career plan is in place.
- 7) General language improvement and clean up.

The salary schedule ratifying IBFA increases and the amendments to the City's personnel rules reflecting the sick leave accruals will be presented to the City Council at the next regular meeting along with other personnel adjustments.

**ENVIRONMENTAL DETERMINATION:**

Not a project as defined by CEQA.

**FISCAL IMPACT:** All terms in the MOU with IBFA have been calculated to include all applicable employee salary and benefits. The increase to employee costs for the term of the two-year MOU is approximately \$234,929 in a two-year period fiscal year 2023/2024 & 2024/2025.

**ATTACHMENTS:**

ATT 1 – Resolution 2023-64

ATT 2 – IBFA MOU