



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: January 8, 2008
TO: Mayor and Councilmembers
FROM: City Administrator's Office
SUBJECT: 2007-2010 Fire Memorandum Of Understanding

RECOMMENDATION: That Council:

- A. Ratify the Memorandum of Understanding between the City and the Santa Barbara City Firefighters' Association for the period of July 1, 2007, through December 31, 2010, by introduction and subsequent adoption of, reading by title only, An Ordinance of the Council of the City of Santa Barbara Adopting the 2007-2010 Memorandum of Understanding Between the City of Santa Barbara and the Santa Barbara City Firefighters' Association;
- B. Adopt, by reading of title only, A Resolution of the Council of the City of Santa Barbara Amending Resolution No. 07-053, the Position and Salary Control Resolution for Fiscal Year 2008, Affecting the Fire Association Salaries; and
- C. Increase appropriations by \$80,718 in the Fiscal Year 2008 Fire Department General Fund budget for increased salary and benefit costs.

DISCUSSION:

On December 5, 2007, City negotiators reached a tentative agreement with the City Firefighters Association for a new 3.5 year labor agreement, consistent with the economic authority provided by Council. The term of the new M.O.U. is from July 1, 2007 through December 31, 2010. The new agreement has been ratified by the Firefighter's Association.

REVIEWED BY: _____ Finance _____ Attorney

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Base Salary

Under the agreement, employees will receive the following increases to base salary:

Effective Date	Base Salary Increase
July 7, 2007	3.0%
January 5, 2008	2.0%
July 5, 2008	3.0%
January 3, 2009	2.5%
July 4, 2009	3.0%
January 2, 2010	2.5%
July 3, 2010	3.0%

Medical Insurance Cap

The City's maximum monthly contribution to family medical insurance premiums will increase as follows:

Effective Date	Increase By
January 1, 2008	\$175.55
January 1, 2009	\$175.55
January 1, 2010	\$175.55

Other Pay and Benefits

Standby pay for prevention employees will increase by \$0.72 per hour in July of 2007, 2008, and 2009. The retiree medical insurance contribution will increase to \$10.00 per month per year of service up to a maximum of 35 years (\$350/month), effective in July 2007. The maximum compensatory time accrual for prevention employees will increase from 36 hours to 60 hours.

Non-compensation Agreements

Various non-compensation agreements include an increase to the response time for a prevention employee on standby to 60 minutes, and an increase in the number of firefighters that may be granted vacation in any week, among others.

BUDGET/FINANCIAL INFORMATION:

The annual ongoing budget impact of the three and one-half year agreement is estimated at \$3,050,357. These costs will not be fully realized until FY 2011.

The salary and benefit increases described in this report will cost \$566,060 in the current fiscal year. Additional appropriations of \$80,718 from General Fund reserves will be necessary to fund the Fiscal Year 2008 increases.

PREPARED BY: Kristine E. Schmidt, Employee Relations Manager

SUBMITTED BY: Joan M. Kent, Assistant City Administrator

APPROVED BY: City Administrator's Office