



San Jose Fire Fighters . Local 230

201 N. Market Street, San Jose, California 95110 • (408) 286-8718 • FAX (408) 286-2577



June 25, 2018 – Successor Memorandum of Agreement Proposal

1) Term: Five Years (July 1, 2018 to June 30, 2023)

2) Base Wages:

	Base Wages*	Non-Pensionable Base Wage**
Effective 7/1/2018	1.0%	3.0%
Effective 1/1/2019	1.0%	
Effective 7/1/2019	4.5%	
Effective 7/1/2020	4.5%	
Effective 7/1/2021	4.5%	
Effective 7/1/2022	4.5%	

*Base wages - Pensionable wage increase applied to all base wages for all members.

**Non-pensionable base wage is a separate ongoing base wage for all members and paid identical to the calculations for pensionable base wages (overtime, FLSA, premium Pay calculations, calculation of future pensionable wage increases).

3) Non-pensionable terms to address specific operational or contractual issues

- Combine three “premium” pays (EMT, ATT, HIL) into base pay (non-pensionable, joint proposal)
- Update administrative pay for administrative assignments from \$36/check to 10% of base pay for temporary assignments, 2% for permanent (non-pensionable) (U9R)
- Update education pay from \$35/check to 2% of base pay (non-pensionable) (U7)
- Pay premium pays for overtime hours worked (non-pensionable) (U14R)

4) Operational policy changes to improve services or decrease costs

- Squads: Integrate squad side letter as an ongoing program, eliminating MOA restrictions on the total number of squads or the types of incidents they handle.
- Civilianization: Up to ten (10) of the following ten (10) administrative positions may be civilianized (Staff Captain 1, Staff Captain 2, Staff Captain 3, Public Information Officer, Facilities Captain, Apparatus Captain, EMS Battalion Chief, EMS ALS Captain, EMS BLS Captain, EMS CQI Captain) after meet and confer.
- Rehired Retirees: The City may establish a Rehired Retiree Program for the reemployment of Fire retirees of the Police and Fire Department Retirement Plan to perform *recruiting, public education, and academy assistant instructor* functions. This program shall be similar to the Rehired Retiree Program for the reemployment of retirees of the Federated City Employees’ Retirement System as provided in City Administrative Policy Manual Section 3.1.5 and the San Jose Municipal Code, Part 9 of Chapter 3.28 of Title 3.

- ALS Staffing: The Support Paramedic program will be modified to allow unlimited Support Paramedics, who will receive certification/re-certification training on duty or overtime and be compensated a premium of 12% of Top Step Fire Fighter hourly rate for each hour that they are staffed to fill a vacant Firefighter Paramedic position. Such Support Paramedics can be utilized during their normal shifts when their use does not affect the current policies of filling of vacancies, and utilized on overtime when there are no Firefighter Paramedics signed up to work.

4) Adopt signed tentative agreements

- *Update terms of Labor Management Committee contract language (City proposal-no cost)*
- *Limit appeals of performance appraisals (City proposal-savings)*
- *Adopt city standard Catastrophic Illness Time Donation program (City proposal-no cost)*
- *Update language on insurance benefits (City proposal-no cost)*
- *Require to union to pay 50% of the cost for arbitrator list request (City proposal-savings)*
- *Pay overtime in 15-minute increments (Joint proposal for legal compliance)*
- *Update vacation selection to be based upon department seniority (Union proposal-no cost)*
- *Update management rights language to reflect ballot language (City proposal - no cost)*
- *Union Release Time to be recorded in TeleStaff (City proposal - no cost)*
- *Update language on Hours Worked and Overtime (City proposal - no cost)*
- *New language on Exposure Reporting (City counter proposal - minimal cost)*

5) Adopt City and union proposals under discussion for no cost or de-minimis cost items

- *Special Operations Pay not to be paid while receiving admin pay (City - savings)*
- *Make the 48/96 work schedule permanent effective 7/1/18 (U3 - no cost)*
- *Codify the current standard for promotional increase pay calculations (U2 - no cost)*
- *Pay higher class pay hour-for-hour (\$10K/year) (U6R)*
- *Upon receipt of an additional \$1M in external funding, provide Paramedic Trainer Pay to improve Paramedic services (U11)*
- *Continuation of Wellness Program side letter agreement (City - no cost)*
- *Update retirement language to comply with settlement agreement & Measure F (City - to be finalized thru negotiation)*
- *Agree upon Medical Benefits re-opener language that permits us to work together on healthcare plan design for active employees (City - to be finalized thru negotiation)*
- *Update insurance benefit description (City - to be finalized thru negotiation)*
- *Extension of probation (City - to be finalized thru negotiation)*

Respectfully,



Sean Kaldor, President
sean.kaldor@sjff.org (408) 202-7265