



# San Jose Fire Fighters . Local 230

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



July 31, 2018 – Successor Memorandum of Agreement Package – Final 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	4.25%	
Effective 7/1/2020	4.25%	
Effective 7/1/2021	4.25%	
Effective 7/1/2022	4.25%	

\*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) Changes with no pension impact, to address specific operational or contractual issues

- Combine three “premium” pays (EMT, ATT, HIL) into base pay (U10/Joint)
- Update administrative pay for administrative assignments from \$36/check to 10% of base pay for temporary assignments, and 1% for Fire Prevention Inspectors (U9R2)
- Update education pay from \$35/check to 2% of top step firefighter base pay (U7)
- Pay paramedic premium pay contractually for overtime hours worked (U14R2)

4) Operational policy changes to improve services or decrease costs

- Squads: Eliminate current contractual restrictions on the total number of squads or the types of incidents they handle, extending squad agreement for five years. (U 7/23 Proposal)
- Civilianization: Up to five (5) of the following five (5) administrative positions may be civilianized (Public Information Officer, Facilities Captain, Apparatus Captain, Bond Captain, EMS BLS Captain).
- Rank Flexibility: Up to four (4) of the following four (4) administrative positions may be filled by an employee of different rank than currently structured (Battalion Chief Safety Officer, EMS ALS Captain, EMS CQI Captain, one Academy Training Captain).
- Discontinue Premium Pay on Disability: If absent on disability leave for all hours of work for two full consecutive pay periods, employees shall not receive the following premium pays effective with the start of the second consecutive pay period where the employee was absent for all hours on disability leave and continuing until the employee returns to work: Administrative Pay (ten percent), Special Operations Pay (five percent), Bilingual Pay (two and one-half percent), Education Pay (two percent).

- 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, Community Emergency Response Team Training, 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.
- Support Paramedics: Updated Support Paramedic program to allow utilization of Support Paramedics for overtime assignments to avoid mandatory callback staffing of Firefighter/Paramedics. (U12R)

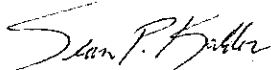
5) Adopt City and union proposals under discussion for no cost or de-minimis cost items

- *Special Operations Pay not to be paid while receiving admin pay (City - savings)*
- *Agree upon Medical Benefits re-opener language that permits us to work together on healthcare plan design for active employees (City - savings)*
- *Make the 48/96 work schedule permanent effective 7/1/18 (U3R - no cost)*
- *Codify the current standard for promotional increase pay calculations (U2 - no cost)*
- *Update retirement language to comply with settlement agreement & Measure F (City - Union 7/23 Counterproposal - no cost)*
- *Continuation of Wellness Program side letter agreement (City - no cost)*
- *Update insurance benefit description (City 6/21 - no cost)*
- *Pay higher class pay hour-for-hour, once four hours worked (\$10K/year) (U6R2)*
- *Upon receipt of an additional \$1M in external funding, provide Paramedic Trainer Pay to improve Paramedic services (U11)*

6) Adopt signed tentative agreements

- *Limit appeals of performance appraisals (City proposal-savings)*
- *Require union to pay 50% of the cost for arbitrator list request (City proposal-savings)*
- *Update terms of Labor Management Committee contract language (City proposal-no cost)*
- *Adopt city standard Catastrophic Illness Time Donation program (City proposal-no cost)*
- *Update language on life insurance benefits (City proposal-no cost)*
- *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 city payroll timekeeping (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)*

Respectfully,



Sean Kaldor, President

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