

**ROSS VALLEY FIRE DEPARTMENT
STAFF REPORT**

For the meeting of July 13, 2022

To: Board of Directors

From: Jason Weber, Fire Chief
Kevin Yeager, Deputy Director Fire

Subject: Authorized Executive Officer and Board President to Finalize and Execute Memorandum of Understanding (MOUs) between the Ross Valley Fire Department and the International Association of Firefighters Local 1775, and the Ross Valley Fire Chief Officers Association for years July 1, 2022 – June 30, 2025, and Approve Resolutions for Unrepresented Positions for FY22-23

RECOMMENDATION:

Staff recommends that the Board Authorizes the Executive Officer and Board President to Finalize and Execute Memorandum of Understanding (MOUs) between the Ross Valley Fire Department and the International Association of Firefighters Local 1775, and the Ross Valley Fire Chief Officers Association for years July 1, 2022 – June 30, 2025, and Approve Resolutions for Unrepresented Positions for FY22-23

BACKGROUND:

At the February 19, 2022 Board Meeting, the Fire Board selected County Counsel, County of Marin as their negotiator and Deputy County Counsel Stephen Raab to serve as lead negotiator representing the Board and Ross Valley Fire Department with Jason Weber (Fire Chief) and Jeff Zuba (San Anselmo Finance and Administrative Services Director), serving as technical advisors. As a result, the team has been meeting with the representatives of the Ross Valley Fire Department and the International Association of Firefighters Local 1775, and the Ross Valley Fire Chief Officers Association to reach agreement for new Memoranda of Understanding (MOU) for a three-year contract (July 1, 2022 – June 30, 2025).

Additionally, the resolutions revise the salary schedule to increase the Unrepresented positions Cost-of-Living Adjustment (COLA) to 4% for FY22-23.

DISCUSSION:

The changes to the current MOUs which expired on June 30, 2022 are described below on the term sheet. The three-year agreement will include the following salary increases effective July 1, 2022:

Firefighters Local 1775 and Chief Officers (BCs)

Effective July 1, 2022 - the base salary shall be increase by 5%

Effective July 1, 2023 - the base salary shall be increase by 4%

Effective July 1, 2024 - the base salary shall be increase by 3%

Unrepresented Positions

The unrepresented positions include Sr. Fire Inspector, Fire Inspector, Administrative Assistant, Emergency Preparedness Coordinator, Wildfire Mitigation Specialist I & II. The Board reviews the compensation package for above mentioned positions annually and for FY22-23 the Cost-of-Living Adjustment (COLA) was updated to 4%

The following summarizes the key amendments to the MOUs:

Terms:

Three-year contract, 7/1/2022 to 6/30/2025

Salary:

The three-year agreement will include a salary increase as follows:

Effective July 1, 2022 - the base salary shall be increase by 5%

Effective July 1, 2023 - the base salary shall be increase by 4%

Effective July 1, 2024 - the base salary shall be increase by 3%

1. Housing Allowance: The Housing Allowance payments shall be eliminated (Section 9.c and 9.d. of Ross Valley Firefighters' M.O.U and Section 17 of the Chief Officers Association).

2. Vacation- Total accrued vacation hours shall be capped at 432 hours. An employee may transfer annually up to 48 hours of unused vacation time to the employee's Deferred Compensation (457b) account and/or Retirement Health Savings Plan.

3. Educational Incentive: The educational incentive program will be modified to no longer require continuing education classes for Fire Science and bachelor's degrees, thereby allowing more training time to develop employees and guide them towards other formal degrees and/or certifications.

4. Holidays: Language clean-up regarding providing employee information to the union and eligible holidays.

FISCAL IMPACT

The recommended salary and benefit adjustments will result in a total incremental cost increase of \$79,291, from your June 2022 adopted budget which includes the salary increase minus the elimination of the housing allowance.

Attachment: Term Sheet – Attachment #1
Resolution 22-15 Attachment #2
Resolution 22-16 Attachment #3
Resolution 22-17 Attachment #4
Resolution 22-18 Attachment #5
Resolution 22-19 Attachment #6