

CITY OF SANTA CLARA – UNCLASSIFIED FIRE MANAGEMENT (UNIT 9B)
2022 Negotiations
TENTATIVE AGREEMENT**

TERM

- January 1, 2023 – December 31, 2025 (3 years)

WAGES

- 2023: 4.0% general wage increase effective calendar year 2023. Effective December 25, 2022 (the first pay period of calendar year 2023), all salary ranges for employees holding positions in classifications assigned to Unit 9B shall be increased by approximately 4.0%.
- 2024: 4.0% general wage increase effective calendar year 2024. Effective the first pay period of calendar year 2024, all salary ranges for employees holding positions in classifications assigned to Unit 9B shall be increased by approximately 4.0%.
- 2025: 2.5% general wage increase effective calendar year 2025. Effective the first pay period of calendar year 2025, all salary ranges for employees holding positions in classifications assigned to Unit 9B shall be increased by approximately 2.5%.
- Language to follow.

LUMP SUM

- \$5,000 lump sum payment after ratification by Unit 9B membership and approval by City Council. (Language to follow)

DEFERRED COMPENSATION

- Effective the first pay period of calendar year 2023, the City will contribute \$230/month per employee to the employee's deferred compensation account. (Language to follow)

HEALTHCARE

- Effective January 1, 2023, the City will pay 100% of the Kaiser (Region 1) premium for employees enrolled in the Employee Only and Employee Plus One levels, and 90% of the Kaiser (Region 1) premium for employees enrolled in the Employee Plus Two or More level. Employees hired on or after January 1, 2023, shall be eligible for cash-in-lieu of \$250/month. (Language to follow)

EDUCATIONAL INCENTIVE

- Effective December 25, 2022 (the first pay period of calendar year 2023), employees shall be eligible to receive 5% of base pay for Step 5 Firefighter II for a Bachelor's degree and 400 hours of State Fire Training Classes where an employee is in a classification where a Bachelor's degree is not a minimum requirement, or for a Master's degree and 400 hours of State Fire Training Classes where an employee is in a classification where a Bachelor's degree is a minimum requirement. (Language to follow)

