

CITY OF SANTA CLARA – IAFF LOCAL 1171 SANTA CLARA (UNIT 1)
2021 Negotiations
TENTATIVE AGREEMENT**

TERM

- December 27, 2020 – December 31, 2025 (5 years)

WAGES

- 2021: Effective December 27, 2020, all salary ranges in classifications assigned to Unit 1 shall remain status quo
- 2022: Effective December 25, 2022 (the first pay period of calendar year 2022), all salary ranges in classifications assigned to Unit 1 shall remain status quo
- 2023: 5.0% general wage increase effective calendar year 2023. Effective the first pay period of calendar year 2023, all salary ranges for employees holding positions in classifications assigned to Unit 1 shall be increased by approximately 5.0%.
- 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 1 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 1 shall be increased by approximately 2.5%.
- The Total Compensation Adjustment Form shall be suspended for the duration of the MOU.
- The Total Compensation Survey will be suspended until the last year of the MOU.
- Language to follow.

LUMP SUM

- \$5,000 lump sum payment after ratification by Unit 1 membership and approval by City Council. (Language to follow)

DEFERRED COMPENSATION

- Effective the first pay period of calendar year 2025, the City will contribute \$175/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 previously proposed by City in Package Proposal F)

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COMPENSATORY TIME OFF (CTO)

- Effective the first pay period of calendar year 2023, the maximum allowable CTO accrual to be increased to 120 hours. (Language to follow)

HOLIDAY PAY

- Effective the first full pay period after ratification by Unit 1 membership and approval by City Council, employees working a 24-hour shift schedule shall receive 7.5% in holiday pay. (Language to follow)

EDUCATIONAL INCENTIVE

- Effective retroactive to December 26, 2021 (the first pay period of calendar year 2022), employees shall be eligible to receive 7.5% of base pay for Step 5 Firefighter II for 400 hours of State Fire Training Classes, or 3.75% of base pay for Step 5 Firefighter II for 200 hours of State Fire Training Classes. (Language to follow)

DOUBLE TIME PAY

- Bargaining unit members who work overtime at NFL games at Levi's Stadium will be paid at the double time rate for that work. Overtime under this section will be for pay only and employees may not elect to earn CTO for that work. However, the parties acknowledge that the issue of full reimbursement to the City or Stadium Authority for public safety costs is currently under litigation. In the event a court of competent jurisdiction or arbitrator issues a binding decision permitting less than full reimbursement to the City or Stadium Authority for public safety costs including the payment of the overtime rate listed herein, this section will immediately reopen and the parties will meet and confer over changes to this section. From the time the contract reopens until agreement is reached, overtime will be paid at time and one-half.

HAZMAT INCENTIVE

- Effective the first full pay period after ratification by Unit 1 membership and approval by City Council, eligible employees can receive 5.0% of base pay for Step 5 Firefighter II if regularly assigned to Station 9 as Haz Mat Specialist, or 2.5% of base pay for Step 5 Firefighter II if regularly assigned to Station 9 as Haz Mat Technician, or 1.0% of base pay for Step 5 Firefighter II for Haz Mat Specialist not regularly assigned to Station 9. (Language to follow)

VACATION ACCRUAL AND USAGE

- Updates/clarifications to language, including adding additional level for 40-Hour employees. (Language proposed by City in Package Proposal D)

PSYCHOLOGICAL COUNSELING PROGRAM

- Updates/clarifications to the psychological counseling program. (Language proposed by City in Package Proposal F)

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48/96 SCHEDULE

- Permanent work schedule. (Language to follow)

FIREFIGHTER I/FIREFIGHTER RECRUIT

- Side Letter to continue discussions to replace Firefighter I with new Fire Recruit classification as soon as practicable. (Language to follow)

CELL TOWER AT FIRE STATIONS

- Side Letter. (Language proposed by City in Package Proposal F)

LIFE INSURANCE

- City to provide life insurance coverage of \$10,000 per full-time employee who is eligible for and subscribes to life insurance benefits. (Language proposed by City in Package Proposal F)

REPRESENTED CLASSIFICATIONS

- Clarifying job classifications represented by Unit 1. (Language to follow)

REORGANIZATION OF MOU

- Reorganize MOU sections

TENTATIVE AGREEMENTS

1. 40-Hour to 56-Hour Schedule Conversion
2. BCN Contributions
3. Bilingual Pay
4. Dental Insurance
5. Dues Deductions
6. Personal Leave
7. Personal Safety and Protective Equipment
8. Preamble
9. Seniority
10. Sick Leave
11. Special Event Uniform
12. Uniform Allowance
13. Wellness Fitness Initiative
14. Workers' Compensation (Side Letter)

HOUSEKEEPING

- TBD

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**** THIS AGREEMENT IS CONSIDERED TENTATIVE AND SHALL NOT BE CONSIDERED FINAL OR BINDING UNTIL RATIFIED BY UNIT 1 MEMBERS AND APPROVED BY CITY COUNCIL. THIS DOCUMENT SETS FORTH THE FULL AGREEMENTS OF THE PARTIES REACHED DURING THESE NEGOTIATIONS. ANYTHING NOT INCLUDED IN THE DOCUMENT IS NOT PART OF THE TENTATIVE AGREEMENT.**

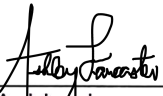
FOR THE CITY:

 7/5/2022

Aracely Azevedo Date
Director of Human Resources

 7/5/2022

Marco Mercado Date
Assistant Director of Human Resources

 7/5/2022

Ashley Lancaster Date
Human Resources Division Manager

FOR THE UNION:

 7-5-2022

Anthony Pascoal Date
President, IAFF Local 1171

 7/5/2022

Stephen D. Leonisio Date
Lead Negotiator, IAFF Local 1171