



## Agenda Report

18-1397

Agenda Date: 11/13/2018

### REPORT TO COUNCIL

#### SUBJECT

Action on Revised Salary Schedule for IAFF Local 1171 (Unit 1)

#### BACKGROUND

On September 11, 2018, Council approved a successor Memorandum of Understanding (MOU) with the Santa Clara Firefighters, International Association of Firefighters, Local 1171 (Unit 1) which is in effect from December 17, 2017 through and including December 26, 2020. In that action, Council also adopted a revised salary schedule for classifications represented by Unit 1. While implementing all changes to salaries and benefits pursuant to the successor MOU, staff identified that a new salary range would be necessary to account for an increased training premium pay. The salary schedule now reflects salary ranges C18-43 and C1 18-43, instead of C18-42 and C1 18-42.

#### DISCUSSION

State law requires that public salary schedules be approved by the governing body whenever they are updated or revised. This revision is necessary to ensure that the new salary range for classifications in Unit 1 is properly approved and posted for the public. After approval by the Council the salary schedule will be posted on the City's website.

The new ranges (C43 and C1 43) reflect an increase to training premium pay for Unit 1. Revising the schedule is an administrative measure to ensure that the schedule is approved and updated in conformance with state law.

#### ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(5) in that it is a governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

#### FISCAL IMPACT

There is no additional fiscal impact due to this revised salary schedule; this is merely an administrative action to conform what Council has already approved with the successor MOU for IAFF Local 1171 (Unit 1) by providing a corrected salary schedule that the City will make available to the public.

#### COORDINATION

This report has been coordinated with the City Attorney's Office and the Finance Department.

#### PUBLIC CONTACT

Public contact was made by posting the Council agenda on the City's official-notice bulletin board

outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email [clerk@santaclaraca.gov](mailto:clerk@santaclaraca.gov) <<mailto:clerk@santaclaraca.gov>> or at the public information desk at any City of Santa Clara public library.

**RECOMMENDATION**

Approve the revised Salary Schedule (Schedule C, C1) for the classifications represented by IAFF Local 1171 (Unit 1).

Reviewed by: Teresia Zadroga-Haase, Director, Human Resources

Approved by: Deanna J. Santana, City Manager

**ATTACHMENTS**

1. Revised Salary Schedule (Schedule C, C1) for IAFF Local 1171