



Agenda Report

19-177

Agenda Date: 2/19/2019

REPORT TO COUNCIL

SUBJECT

Action on Revised Salary Schedule for the Santa Clara Firefighters, International Association of Firefighters (IAFF), Local 1171 (Unit 1) and Related Budget Amendment

BACKGROUND

On September 11, 2018, Council approved the 2017-2020 Memorandum of Understanding (MOU) between the City of Santa Clara and the Santa Clara Firefighters, International Association of Firefighters (IAFF), Local 1171 (Unit 1). At that time, Council also approved the salary schedule for Unit 1 effective December 17, 2017.

DISCUSSION

The MOU provides for a survey based salary adjustment effective the first full pay period of the 2019 MOU year (the second year of the MOU term), which is effective December 16, 2018. The survey was conducted and shared with Unit 1, and an increase of 5.83% based upon the survey results was implemented.

State law requires that public salary schedules be approved by the governing body following any updates or revisions. This revision is an administrative task necessary to ensure that the new salary range for classifications in Unit 1 is properly approved and posted for the public. Pending Council's approval, the salary schedule will be posted on the City's website.

When the MOU was approved by Council on September 11, 2018, staff expected the second year MOU increase to be slightly above 5% for budgetary purposes. However, with the actual results of the survey of 5.83%, staff recommends a budget adjustment of \$300,000 for the Fire Department to cover the increased costs.

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

The additional Unit 1 cost beyond the increase assumed in the FY 2018/19 Budget is estimated at approximately \$300,000. It is recommended to offset the increase in funding with a corresponding decrease in the General Fund Budget Stabilization Reserve. The ongoing impact of the 5.83% increase was factored into the 10-Year General Fund Financial Forecast report accepted by the City Council on February 1, 2019 at the City Council Priority Setting Retreat.

**Budget Amendment
FY 2018/19**

	Current	Increase/ (Decrease)	Revised
General Fund			
<u>Expenditures</u>			
Fire Department	\$48,169,013	\$300,000	\$48,469,013
<u>Reserves</u>			
Budget Stabilization Reserve	\$63,215,716	(\$300,000)	\$62,915,716

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>> or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Adopt a resolution approving the revised 2018 Salary Schedule for the Santa Clara Firefighters, International Association of Firefighters (IAFF), Local 1171 (Unit 1), effective December 16, 2018 and Approve the Related Budget Amendment to increase the Fire Department budget by \$300,000 in the General Fund.

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

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Resolution of the City of Santa Clara, California to Adopt the Salary Schedule for Santa Clara Firefighters, IAFF Local 1171 (Unit 1)