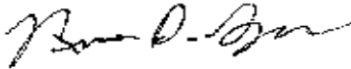


City of Calistoga

Staff Report

TO: Honorable Mayor and City Council
FROM: Richard Spitler, City Manager
DATE: April 21, 2015
SUBJECT: To Consider a Resolution Authorizing the City Manager to execute a Memorandum of Understanding between the City of Calistoga and the Calistoga Professional Firefighters' Association (CPFA)

APPROVAL FOR FORWARDING:



Richard D. Spitler, City Manager

1
2 **ISSUE:** To consider a Resolution authorizing the City Manager to execute a
3 Memorandum of Understanding between the City of Calistoga and Calistoga Professional
4 Firefighters' Association.

5
6 **RECOMMENDATION:** Adopt Resolution approving a one-year Memorandum of
7 Understanding for the period of January 1, 2015 through December 31, 2015 between
8 the City of Calistoga and the Calistoga Professional Firefighters' Association and
9 authorize the City Manager to execute the Memorandum of Understanding.

10
11 **DISCUSSION:** The City's negotiating team and Calistoga Professional Firefighters'
12 Association (CPFA) conducted three negotiating sessions before completing
13 negotiations and signing a tentative agreement on March 12, 2015. The tentative
14 agreement is for a one-year Memorandum of Understanding (MOU). The bargaining unit
15 is made up of 3 employees. The proposed MOU contains the following changes from the
16 prior agreement terms:

- 17
18 1. Article 14: Cost of Living Adjustment: Effective January 1, 2015, the unit will receive
19 a wage adjustment of 3%.
20
21 2. Article 14 B Wages – In the event that a full-time City of Calistoga Firefighter is
22 dispatched from the City to serve as a strike team member in or out of the State of
23 California reimbursement for time served on the strike team shall be eligible for
24 compensation when they leave the station (and return), rather than when they
25 arrive at the scene (or leave).

26 Firefighters performing strike team work during the firefighters regular work shift
27 shall be compensated at their regular hourly rate of pay for all hours worked.
28 Firefighters performing strike team work outside of the firefighters regular shift shall
29 be compensated at time and one-half (1.5) of their regular hourly rate of pay for all
30 hours committed to the incident.

31
32 3. Classification and Compensation Study: The parties agree to meet and confer
33 within thirty (30) days of the City Council's acceptance of the final results of the Koff
34 and Associates Classification and Compensation study of 2015. The purpose of
35 this meet and confer is to discuss the findings of the study and shall not bind the
36 City and/or guarantee the employee any specific outcome.

37
38 4. Article 30: Term: The term of this agreement shall be in effect from January 1, 2015
39 and shall remain in full force and effect from that date through December 31, 2015.

40
41 5. All other items and conditions of employment not addressed in this staff report that
42 are included in the parties’ Memorandum of Understanding (MOU) in effect from
43 January 1, 2013 through December 31, 2014 shall continue to remain in effect and
44 unchanged during the term of the MOU.

45
46 **FISCAL IMPACT**: The fiscal impact of the Memorandum of Understanding changes is as
47 follows:

- 48 1. Employee Compensation:
49 a. Fiscal Year 2014/15 Anticipated Fiscal Impact: \$5,146
50 b. Fiscal Year 2015/16 Anticipated Fiscal Impact: \$5,146
51
52 2. Article 14 B Wages:
53 a. Fiscal Year 2014/15 No additional fiscal impact; compensation to be
54 reimbursed by CalOES
55 b. Fiscal Year 2015/16 No additional fiscal impact; compensation to be
56 reimbursed by Cal OES
57
58 3. Classification and Compensation Survey:
59 a. Staff will be bringing this item back to council for consideration and approval
60 for any additional adjustments.

61
62 Employee compensation for FY 2014/15 will be expensed in FY 2014/15. The Fiscal Year
63 2015/16 additional anticipated expense is for the time period of July 2015 through
64 December 2015 and will be included in the Fiscal Year 2015/16 Budget.

65
66 The fiscal impact for FY 2014/15 has appropriated \$3,431 in the FY 2014/15 budget
67 which was adopted on June 17, 2014. The remaining \$1,715 will come from health
68 insurance savings due to lower Kaiser premiums than anticipated.

69

70 **ATTACHMENTS**

71

72 1. Draft Resolution

73 2. Draft Memorandum of Understanding with Calistoga Professional Firefighters’

74 Association

RESOLUTION NO. 2015-XXX

RESOLUTION OF THE CITY COUNCIL, OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA, APPROVING A MEMORANDUM OF UNDERSTANDING WITH THE CALISTOGA PROFESSIONAL FIREFIGHTERS' ASSOCIATION FROM JANUARY 1, 2015 THROUGH DECEMBER 31, 2015 AND AUTHORIZING THE CITY MANAGER TO EXECUTE A MEMORANDUM OF UNDERSTANDING

WHEREAS, pursuant to provisions of the California State Government Code certain employees in specific positions of the City of Calistoga have organized themselves into a bargaining unit; and

WHEREAS, the employees in specified positions are recognized as the Calistoga Professional Firefighters' Association (CPFA); and

WHEREAS, the City of Calistoga has negotiated with the CPFA in the past to establish a Memorandum of Understanding agreement (MOU) to outline benefits and compensation for positions that are part of CPFA; and

WHEREAS, the MOU executed between the City of Calistoga and the CPFA expired on December 31, 2014; and

WHEREAS, the City of Calistoga and representatives of the CPFA have negotiated in good faith for a new MOU as set forth in the attached MOU; and

WHEREAS, the City Council and representatives of the CPFA have agreed in principle to the terms of the new MOU and signed tentative agreements on March 12, 2015 to this effect.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Calistoga hereby approves the Memorandum of Understanding between the City of Calistoga and Calistoga Professional Firefighters' Association for a period from January 1, 2015 through December 31, 2015 shown as Exhibit A to this resolution and authorizes the City Manager to execute the Memorandum of Understanding agreement.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Calistoga at a regular meeting held this 21st day of April, 2015, by the following vote:

- AYES:
NOES:
ABSTAIN:
ABSENT:

CHRIS CANNING, Mayor

ATTEST:

KATHY FLAMSON, City Clerk