



CITY COUNCIL STAFF REPORT



July 12, 2022

ITEM TITLE

Employee Compensation, Positions and Bargaining Agreement: Approve a Memorandum of Understanding with IAFF Local 2180; Approve the Addition of Position Titles, Amended Position Counts, a Revised Compensation Schedule, and Related Budget Amendments

Report Number: 22-0202

Location: No specific geographic location

Department: Human Resources

Environmental Notice: The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

Recommended Action

Adopt resolutions: (A) Approving a Memorandum of Understanding ("MOU") between the City of Chula Vista and Local 2180, International Association of Fire Fighters, AFL-CIO ("IAFF"), related to compensation and other terms and conditions of employment;

(B) Amending the Compensation Schedule and Classification Plan to reflect the addition of various position titles and amending the authorized position count in various departments;

(C) Approving the revised Fiscal Year 2022-23 Compensation Schedule effective July 1, 2022, as required by the California Code of Regulations, Title 2, Section 570.5;

(D) Making various amendments to the Fiscal Year 2022-23 budget for appropriating funds for that purpose; and

Place an ordinance on first reading amending Chula Vista Municipal Code Section 2.05.010 to add the unclassified positions title of Bayfront Development Project Manager. **(First reading) (4/5 Vote Required)**

SUMMARY

The Memorandum of Understanding (MOU) between the City of Chula Vista and Local 2180, International Association of Fire Fighters, AFL-CIO ("IAFF"), expired on December 31, 2021. Over the last few months, representatives from IAFF and the City have worked collaboratively and in "good faith" within the meaning

of the MMBA, toward the development of a mutually beneficial successor MOU. An agreement was reached on the term of the MOU, salary and equity adjustments, non-PERSable stipends, increased professional enrichment funds, and pension cost sharing.

Additionally, in an effort to address the needs of various departments and the City's workforce, the Human Resources Department, in conjunction with the affected departments, is proposing the addition of certain classifications and positions.

Lastly, staff is recommending approval of the revised Fiscal Year 2022-2023 Compensation Schedule effective July 1, 2022.

ENVIRONMENTAL REVIEW

Environmental Notice

The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

Environmental Determination

The Director of Development Services has reviewed the proposed activity for compliance with the California Environmental Quality Act (CEQA) and has determined that the activity is not a "Project" as defined under Section 15378 of the State CEQA Guidelines; therefore, pursuant to Section 15060(c)(3) of the State CEQA Guidelines, the activity is not subject to CEQA. Thus, no environmental review is required.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION

The Civil Service Commission is slated to approve the new classification at their July 7, 2022, meeting.

DISCUSSION

Local 2180 International Association of Fire Fighters, AFL-CIO (IAFF) Memorandum of Understanding

The MOU between the City of Chula Vista and Local 2180, International Association of Fire Fighters, AFL-CIO ("IAFF"), expired on December 31, 2021. Over the last several months, representatives from IAFF and the City have worked collaboratively and in "good faith" within the meaning of the MMBA, toward the development of a mutually beneficial successor MOU.

The City and IAFF have met and conferred in good faith, as required by the Meyers-Milias-Brown Act (Govt. Code Section 3500 et. seq.; "MMBA") and reached agreement on the terms of a successor MOU, including the term of the MOU (to expire December 31, 2024), salary and equity adjustments, non-PERSable stipends, increased professional enrichment funds, and pension cost sharing (Attachment 1). Below is a summary of the significant points of the agreement reached:

1. Term and Effect: July 12, 2022, to December 31, 2024
2. Salary and Compaction Adjustments
 - a. Effective July 1, 2022:
 - Fire Engineer: 8.62%
 - Fire Captain: 6.62%
 - All other classifications: 6%

- b. 2023: 4% the first full pay period of January 2023
 - c. 2024: 4% the first full pay period of January 2024
- 3. Non-PERSable Essential Worker Stipend
 - a. \$4,000 with distribution of the payroll for first pay period beginning after ratification of MOU by City Council
 - b. \$3,000 with first payroll distribution in January 2023
 - c. \$3,000 with first payroll distribution in January 2024
- 4. Increased Professional Enrichment allotment to \$100,000
- 5. Pension Cost Sharing

Classic CalPERS employees will contribute pursuant to Government Code section 20516(a) to reach the CalPERS standard of equal sharing of normal costs as follows:

 - a. An additional 1% starting the first full pay period of January 2024 for a total contribution of 10.0%
 - b. An additional 0.5% starting the first full pay period of July 2024 for a total contribution of 10.5%
 - c. An additional 0.5% starting the first full pay period of December 2024 for a total contribution of 11%

The IAFF membership completed their vote on the successor MOU to include the proposed salary and benefits on June 30, 2022.

Adoption of Resolution A approves the MOU between the City of Chula Vista and IAFF, related to compensation and other terms and conditions of employment; and authorizes the City Manager to execute the aforementioned MOU and any additional documents which may be necessary or required to implement said MOU.

Classification Plan and Compensation Schedule

Civil Service Rule 1.02(A), which applies to the City's classified positions, provides for necessary reviews and changes so that the City's classification plan is kept current, and that changes in existing classes, the establishment of new classes, or the abolition of classes are properly reflected in the classification plan.

In an effort to address the needs of various departments and the City's workforce, the Human Resources Department, in conjunction with the affected departments, is proposing certain position changes. The following identifies the affected positions and proposed changes.

Department	Position Title	FTE
General Fund		
Finance	Senior Accountant	1.00
Fire	Fire Battalion Chief	-1.00
	Fire Captain	1.00
	Deputy Fire Chief	1.00
General Fund Total		2.00
Advanced Life Support (ALS) Fund		
Fire	Multimedia Production Specialist	-1.00
	Multimedia Designer	1.00
ALS Fund Total		0.00
Development Services Fund		

Development Services	Bayfront Development Project Manager	1.00
Development Services Fund Total		1.00
Total City-Wide Position Changes (Net Increase/Decrease)		3.00

Summary of New and Updated Classifications

Position Title	Employee Group	E Step Salary
Bayfront Development Project Manager	Senior Management	\$6,730.77 bi-weekly
Multimedia Designer	Professional	\$3,297.22 bi-weekly
Retired Annuitant – Homeless Solutions Coordinator	Unclassified Hourly	\$45.91 per hour
Fire Inspector (Hourly)	Unclassified Hourly	\$39.43 per hour
Fire Inspector/Investigator I (Hourly)	Unclassified Hourly	\$39.43 per hour
Fire Inspector/Investigator II (Hourly)	Unclassified Hourly	\$43.37 per hour

Adoption of Resolution B amends the Compensation Schedule and Classification Plan to reflect the addition of various position titles, amends the authorized position count in various departments and reflects the salary adjustments for IAFF represented classifications and their unrepresented hourly counterparts.

Compensation Schedule Requirement

California Code of Regulations, Title 2, Section 570.5 requires that, for purposes of determining a retiring employee's pension allowance, the pay rate be limited to the amount listed on a pay schedule that meets certain requirements and be approved by the governing body in accordance with the requirements of the applicable public meeting laws. The Fiscal Year 2022-2023 Compensation Schedule ("Compensation Schedule") was approved by the City Council at their meeting of May 24, 2022.

Adoption of Resolution C approves the revised Compensation Schedule effective July 1, 2022, which reflects the salary adjustments for positions represented by IAFF and salaries for the following new classifications: Bayfront Development Project Manager, Multimedia Designer and Retired Annuitant – Homeless Solutions Coordinator.

Budget Amendments

Adoption of Resolution D amends the budget and appropriate funds therefor.

Unclassified Ordinance

Chula Vista Municipal Code Section 2.05.010 requires updating to reflect the position changes impacting the unclassified positions. Chula Vista City Charter Section 500(a) requires that all unclassified positions not mentioned specifically in Charter Section 500(a) be adopted by ordinance (4/5 vote required). Adoption of the Ordinance will add the position title of Bayfront Development Project Manager to Municipal Code Section 2.05.010.

DECISION-MAKER CONFLICT

Staff has determined that the action contemplated by this item is ministerial, secretarial, manual, or clerical in nature and, as such, does not require the City Council members to make or participate in making a

governmental decision, pursuant to California Code of Regulations Title 2, section 18702.4(a). Consequently, this item does not present a conflict under the Political Reform Act (Cal. Gov't Code § 87100, et seq.). Staff is not independently aware and has not been informed by any City Council member, of any other fact that may constitute a basis for a decision maker conflict of interest in this matter.

CURRENT-YEAR FISCAL IMPACT

There is no net impact to the General Fund projected in the current fiscal year. New personnel expenditures totaling \$971,114 are offset in full by unanticipated Property Tax revenues.

The net impact to Other Funds in the current fiscal year is projected to total \$0.1 million, reflecting new personnel expenditures of \$1.3 million, offset by unanticipated revenues of \$1.2 million (American Rescue Plan funds and development permitting fees). The remaining \$0.1 million will be funded from the available balances of the 2018 Measure A Sales Tax Fund, the Advanced Life Support Fund, and the Transport Enterprise Fund, as detailed in the table below.

Staff is requesting the proposed budgetary adjustments reflected in the table below:

GENERAL FUND BUDGET ADJUSTMENTS SUMMARY

Department	Personnel Services	Revenues	Net Cost
Finance	125,879	-	125,879
Fire	845,235	-	845,235
Non-Departmental		(971,114)	(971,114)
TOTAL EST. GENERAL FUND COST	971,114	(971,114)	-

OTHER FUNDS BUDGET ADJUSTMENTS SUMMARY

Fund/Department	Personnel Services	Revenues	Net Cost
American Rescue Plan	934,451	(934,451)	-
Development Services Fund	229,554	(229,554)	-
2018 Measure A Sales Tax Fund (Fire)	86,755	-	86,755
Advanced Life Support Fund (Fire)	35,981	-	35,981
Transport Enterprise (Fire)	26,109	-	26,109
TOTAL EST. OTHER FUNDS COST	1,312,850	(1,164,005)	148,845

ONGOING FISCAL IMPACT

The ongoing costs associated with the proposed changes are estimated to total as follows (all values approximate): \$674,538 for the General Fund; \$256,765 for the American Rescue Plan Fund; \$234,232 for the Development Services Fund; \$84,601 for the 2018 Measure A Sales Tax Fund; \$50,553 for the Advanced Life Support Program Fund; and \$15,025 for the Transport Enterprise Fund. These amounts will likely increase in the future as a result of compensation adjustments and benefit changes. Such costs will be incorporated into the baseline salary budgets of the respective departments in future years.

GENERAL FUND

Department	Personnel Services
Finance	129,026
Fire	545,512
TOTAL EST. GENERAL FUND COST	674,538

OTHER FUNDS

Fund/Department	Personnel Services
American Rescue Plan	256,765
Development Services Fund	234,232
2018 Measure A Sales Tax Fund (Fire)	84,601
Advanced Life Support Fund (Fire)	50,553
Transport Enterprise (Fire)	15,025
TOTAL EST. OTHER FUNDS COST	641,177

ATTACHMENTS

1. Tentative Agreement between the City of Chula Vista and Local 2180, International Association of Fire Fighters, AFL-CIO
2. Memorandum of Understanding (MOU) between the City of Chula Vista and Local 2180, International Association of Fire Fighters, AFL-CIO, July 12, 2022 – December 31, 2024
3. Revised Fiscal Year 2021-2022 Compensation Schedule effective July 1, 2022

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