Firefighters’ Association
MOU

- Negotiated over # of meetings
- Guiding Principles:
  - Develop as a Choice Employer and Workforce (improve salary and benefits from range of 6% to 12% below median)
  - City as employer of choice (competitive salary and benefits)
  - Demonstrating increasing stability (longevity, retention)
  - Fairness (PERs Pick-up)
  - Balanced approach, open and honest conversation (economic emergency reopener)
- Tentative agreement on November 13, 2018
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- Highlights:
  - Term: 3 years, October 1, 2018 to September 30, 2021
  - Salary Adjustments:
    - 9% effective November 24, 2018
    - 2.5% effective October 1, 2019
    - 2.5% effective October 1, 2020
  - PERS pick-up: additional 3% (total of 12% pick up by members)
  - Non-PERSable Education Incentive for Tier II members (hired after 11/28/2015):
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- **Highlights:**
  - **Health Insurance Premium:**
    - Effective 1/1/19 from $1,425.02 to $1,500 monthly allowance
    - Effective 1/1/20 from $1,500 to $1,575 monthly allowance
    - Effective 1/1/21 from $1,575 to $1,650 monthly allowance
  - **Computer Loan Program:** elimination of program
  - **Compensatory Time Off (CTO):** members agreed to 144 hours annual cap
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- Cost:
  - Estimated total aggregate cost $2,323,388
  - FY 2018-19: $507,800 with 10.25 months remaining
  - FY 2019-20: $797,595
  - FY 2020-21: $1,017,993