

The logo of the City of El Segundo, featuring a circular seal with a building and the text "CITY OF EL SEGUNDO" around the perimeter.

CITY OF
EL SEGUNDO

Public Hearing on the Bargaining Impasse
Between the City of El Segundo and the El
Segundo Firefighters' Association

Recommendation

- Conduct a public hearing on the bargaining impasse between the City of El Segundo and the El Segundo Firefighters' Association regarding terms and conditions of employment.
- Adopt a resolution imposing the City's June 26, 2023 Last, Best, and Final Offer to the El Segundo Firefighters' Association Pursuant to Government Code Section 3505 and implementing the Related Terms and Conditions of Employment.
- Alternatively, discuss and take other action related to this item.

Bargaining History

Parties Met 8 Times between October 2022 & May 2023

- 10/25/22: ESFFA Opening Proposal
- 1/12/23: City provides Counter to ESFFA Opening Proposal
- 1/25/23: Parties exchange Counter Proposals
- 1/31/23: ESFFA Counter Proposal
- 2/9/23: City provides Counter Proposal
- 2/27/23: Discussion of costing, and supposal discussion
- 3/29/23: Continued supposal discussion, City raises issue of minimum staffing

Bargaining History

- 5/17/23: Updated City Counter Proposal #4, including redlined MOU, formal proposal confirming no prescribed staffing levels.
- 6/7/23: (No meeting) ESFFA Counter Proposal
- 6/26/23: (No meeting) City issues Last, Best and Final Offer
- 7/31/23: (No meeting) ESFFA Counter Proposal
- 9/1/23: (No meeting) City Declaration of Impasse
- 9/19/23: (No meeting) ESFFA Supposal, including counter related to backfilling overtime

Last, Best and Final Offer

- Term- one year
- Salary increase- 1.5%
- Medical contribution increase from \$1,650 to \$1,700 per month
- Optical, dental, and life insurance increase from \$135 to \$184.25 per month
- Basic life insurance policy increase from \$20,000 to \$50,000
- Temporary upgrade pay for members working a minimum of twelve (12) hours in a higher classification, 5% of base salary for all hours worked
- Residency requirement for new members of one-hundred (100) road miles from Fire Headquarters

Last, Best and Final Offer

- No prescribed staffing levels, the City has the exclusive management right to increase or decrease the staffing levels and assign employees, and maintain the efficiency of government operations. Upon approval and adoption of the MOU, the City will end its practice of backfilling overtime for thirteen (13) unit employees for each shift and will have sole discretion to determine safe and appropriate staffing levels and the type and number of apparatus staffed.

No Prescribed Staffing Levels

- This does NOT mean:
 - That the City is reducing the total number of sworn employees in the Fire Department; the City will continue to have 43 full-time sworn employees.
 - That the City is reducing regular staffing levels for each shift, 13 Association employees + 1 Battalion Chief; regular staffing will continue at 14 employees per shift.
 - That the City is reducing equipment or level of service; the City will generally continue to operate two engines, two rescue, and one truck.

No Prescribed Staffing Levels

- This DOES mean:
 - The City currently does not have required staffing levels, this will be confirmed in the Terms and Conditions of Employment – no change.
 - In the event of temporary vacancies or leaves of absence, the Fire Chief will have the operational discretion to not force employees to work overtime; staffing may be less than 13 Association employees per shift.

Public Hearing on the Bargaining Impasse

- Contract expired September 30, 2021.
- Two rounds of negotiations.
- The impasse process has been exhausted.
- Factfinding hearing was conducted on November 20, 2023.
- Factfinding report was issued on December 20, 2023, and posted on the City website December 21, 2023.
- Council reviewed the factfinding report including on January 16, 2024)

Recommendation

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- Alternatively, discuss and take other action related to this item.