

members' base salary will be increasing by 3% (even if they never see that increased 3% because it will be paid to PERS), there will be increased cost for overtime because it will then be based on salary ranges that are 3% higher. Do note that this increased cost will not occur until the end of the contract, i.e., July 2015 onward.

RECOMMENDATION

It is recommended that the City Council take the following actions:

- Adopt the attached resolution amending the current memorandum of understanding with the International Association of Fire Fighters Local 2005; and
- Authorize the Director of Human Resources to make corrections of a technical or ministerial nature to the final MOU document.



JOHN D.R. CLARK
Director of Human Resources/City Treasurer

Attachments: Proposed Resolution

Recommended for Approval



Matthew Fertal
City Manager

GARDEN GROVE CITY COUNCIL

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDEN GROVE APPROVING AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING ON SALARIES, WAGES, AND FRINGE BENEFITS FOR THE TERM 2009-2012, AS PREVIOUSLY AMENDED, BY AND BETWEEN THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 2005 AND THE CITY OF GARDEN GROVE

THE CITY COUNCIL OF THE CITY OF GARDEN GROVE DOES HEREBY RESOLVE:

1. That the Memorandum of Understanding on Salaries, Wages, and Fringe Benefits 2009-2012, as previously amended, by and between the International Association of Fire Fighters Local 2005 and the City of Garden Grove, is hereby amended as follows:

i) Article II, Section 1 ("Wages") is amended to add a new subsection (f), to read as follows:

f. Sixth Year

Effective the first full pay period after July 1, 2014, the City shall provide a 2% increase to salary ranges for Firefighter (F100), Firefighter (F105), Firefighter (F110), Firefighter (F115), Fire Engineer, and Fire Captain. This increase shall be effected by increasing the "A" step of each of the aforementioned classifications by 2%, then ensuring that each successive step ("B" through "H") are maintained as being 5% more than the prior step.

ii) Article III, Section 1 ("Fringe Benefits") is amended to add new subsections (C) and (d), to read as follows:

c. Pursuant to the Public Employees' Pension Reform Act ("PEPRA," AB 340, Laws of 2012), persons who were not members of the Public Employees' Retirement System (PERS) or another California public retirement system which has effected reciprocity with PERS as of December 31, 2012, or who were part of such a plan but have had a break in service of more than six months are considered new members under PEPRA and will be subject to the provisions contained therein notwithstanding any other provision of this Agreement.

d. Pursuant to Government Code § 20516.5, unit members defined by PEPRA as "classic members" (meaning those persons who were members of PERS or a reciprocal California public retirement system as of December 31, 2012, or were part of

such a plan within the prior six months of being employed by the City) shall commence paying a PERS member contribution of twelve percent (12%) on June 30, 2015. For the convenience of payroll processing, this may be implemented in the first full pay period following June 30, 2015, and have the same effect as if implemented on June 30, 2015. To offset this increased member contribution, the salary range for all represented classifications (applying to both "classic" and new employees) in this unit shall be increased by three percent (3%), effected in the same manner as specified above in subpart (i) of this Resolution, on June 30, 2015. For the convenience of payroll processing, this may be implemented in the first full pay period following June 30, 2015, and have the same effect as if implemented on June 30, 2015.