



Office of the City Manager

CONSENT CALENDAR

June 25, 2024

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Aram Kouyoumdjian, Director of Human Resources

Subject: Memorandum of Understanding: Berkeley EMS Professionals

RECOMMENDATION

Adopt a Resolution 1) approving a new Memorandum of Understanding (MOU) with the Berkeley EMS Professionals (IAFF Local 1227) for a three-year term from July 1, 2023 through June 30, 2026 and authorizing the City Manager to execute and implement the terms and conditions of employment set forth in the new MOU; and 2) approving a new Classification and Salary table for EMS Professionals classifications that implements the salary adjustments reflected in the new MOU.

The terms of the proposed 2023-2026 MOU are consistent with those of the Berkeley Fire Fighters Association (BFFA) and within the parameters of authority approved by Council in closed session.

FISCAL IMPACTS OF RECOMMENDATION

The fiscal impacts of the recommendation will vary depending on staffing levels of the Paramedic classification.

CURRENT SITUATION AND ITS EFFECTS

Since the creation of the single-function Paramedic classification, the City has been negotiating with BFFA to create an MOU unique to EMS Professionals.

At present, contractual specifications that pertain to EMS Professionals are addressed in an article of the BFFA contract. The stand-alone MOU maintains consistency with the BFFA contract wherever applicable and generally incorporates the key changes in terms that BFFA and the City agreed to in their most recent round of negotiations.

- (1) **COLA Increases:** For unit members on Salary Table B only, the terms of the new MOU provide for a 3% wage increase effective the start of the first full pay period after Council adoption; a 3% wage increase effective July 21, 2024; and a 3% wage increase effective July 6, 2025 for a cumulative wage increase of 9% through the end of the contract.

- (2) **Certification Differentials:** The City will incentivize a trio of certifications with a 2% differential for each: Preceptor Status (Alameda County), effective upon ratification; Pediatric Advanced Life Support, effective January 1, 2025; and Advanced Cardiac Life Support, effective January 1, 2026.
- (3) **Longevity Pay:** Effective the first full pay period after Council adoption, the MOU provides 4% longevity pay beginning with the 12th, 15th, and 20th years of service for a maximum of 12%.
- (4) **Retiree Health Benefits:** Paramedics will contribute \$75 per month into the IAFF Retiree Medical Trust and, after they complete five continuous years of service, the City will contribute an additional \$225 per month into their individual RMT accounts.

BACKGROUND

The single-function Paramedic classification was created in early 2022 and subsequently accreted into the Berkeley Fire Fighters Association.

Modifications to the City's MOU with BFFA last year included an article specific to Paramedics, while a separate MOU was being negotiated. The new MOU was finalized – and ratified by the bargaining unit members – this month.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

While the EMS Professionals MOU mirrors much of the City's MOU with BFFA, the group is sufficiently distinct to warrant a separate contract.

ALTERNATIVE ACTIONS CONSIDERED

Paramedics were included in a separate article of the BFFA contract until the current MOU was finalized.

CONTACT PERSON

Aram Kouyoumdjian, Director of Human Resources, (510) 981-6807.

Attachment:

- 1: Resolution: Memorandum of Understanding: Berkeley Fire EMS Professionals Association

Exhibit A: Memorandum of Understanding Between the City of Berkeley and Berkeley Fire EMS Professionals Association, 2023-2026

RESOLUTION NO. ##,###-N.S.

MEMORANDUM OF UNDERSTANDING: BERKELEY FIRE EMS PROFESSIONALS ASSOCIATION

WHEREAS, the City is obligated under the provisions of California Government Code Sections 3500-3511, commonly referred to as the Meyers-Milias-Brown Act, to meet and confer in good faith and attempt to reach agreement with representatives of recognized bargaining units on matters within the scope of representation including, but not limited to, wages, hours, and other terms and conditions of employment; and

WHEREAS, the City seeks to adopt a new labor contract with the Berkeley Fire EMS Professionals Association; and

WHEREAS, representatives of the City and the Berkeley Fire EMS Professionals Association have met and conferred in good faith and have reached agreement on a new Memorandum of Understanding that incorporates all changes and modifications in wages, hours, and other terms and conditions of employment agreed to by the parties;

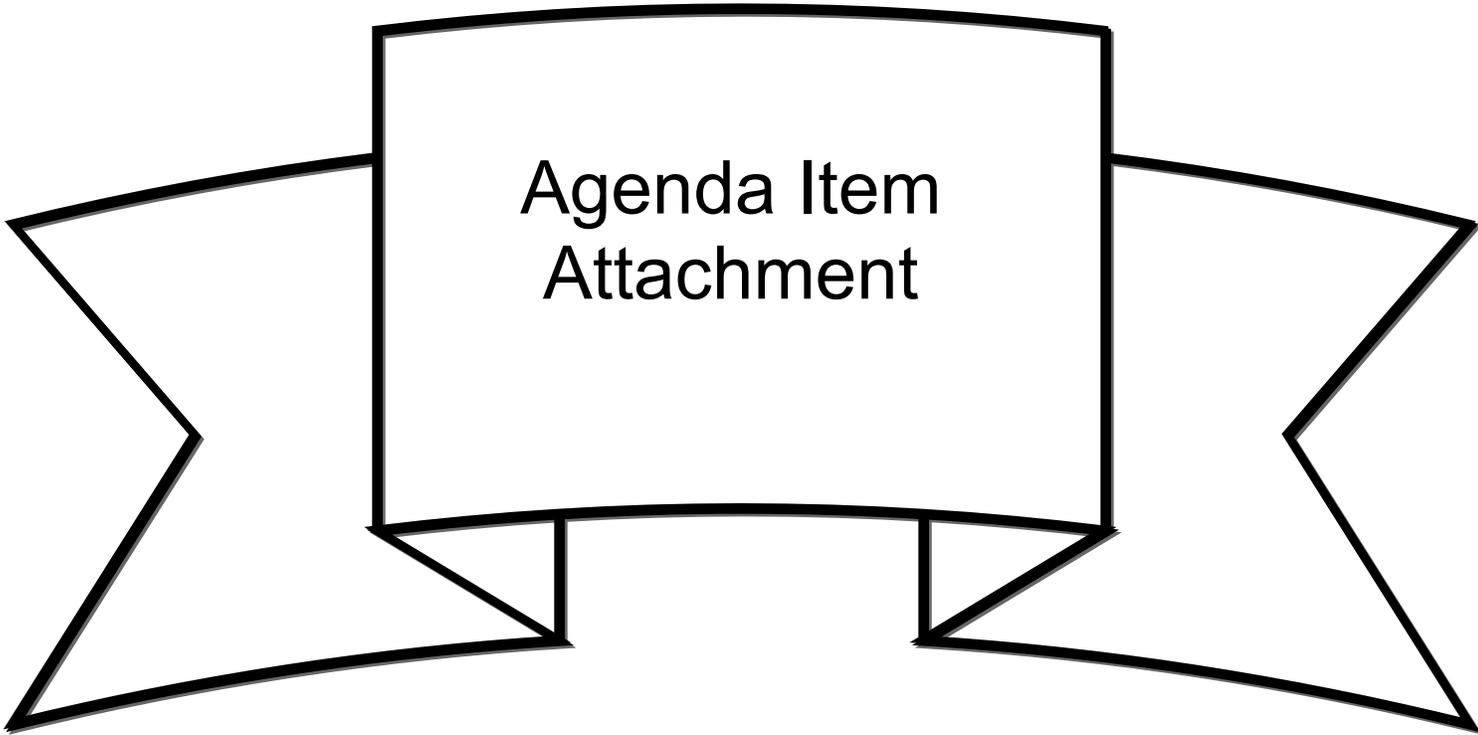
NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is hereby authorized to execute the new Memorandum of Understanding for the period July 1, 2023 through June 30, 2026 with the Berkeley Fire EMS Professionals Association, including changes in certain benefits on dates specified in the Memorandum of Understanding which is attached hereto, made a part hereof and marked Exhibit A, and to make non-substantive edits to the format and language of the MOU in alignment with the parties' agreement, and conforming to legal requirements; and

BE IT FURTHER RESOLVED that the Council of the City of Berkeley approves, and the City Manager is hereby authorized to effectuate, a new Classification and Salary table for EMS Professionals Association classifications that implement the salary adjustments reflected in the new MOU and supersede prior salary resolutions; and

BE IT FURTHER RESOLVED that a fully executed original of said contract is filed in the Office of the City Clerk.

Exhibit

A: Memorandum of Understanding Between the City of Berkeley and Berkeley Fire EMS Professionals Association, 2023-2026



Agenda Item
Attachment

This attachment will be provided to the City Council and the public prior to the meeting (including posting to the city website) in accordance with the requirements for revised and supplemental materials in the Open Government Ordinance.

City Clerk Department
2180 Milvia Street
Berkeley, CA 94704
(510) 981-6900

The City of Berkeley, City Council's Web site:
<http://berkeleyca.gov>