

CITY OF MONTEREY

COUNCIL MEETING: March 4, 2008

AGENDA ITEM: C4

SERIES: 507-04

TO: City Manager

FROM: Fire Chief



DATE: February 22, 2008

SUBJECT: Resolution Authorizing City Manager to Sign an Amendment to the Memorandum of Understanding with Employees Represented by the Monterey Fire Fighters Association (MFFA)

Recommendation:

That the City Council approve the attached Resolution authorizing the City Manager to sign an amendment to the Memorandum of Understanding between the City and employees represented by the Monterey Fire Fighters Association, effective January 1, 2007 through December 31, 2009.

Policy Implications:

The requested action is consistent with City Code and state labor relations law. If approved, the amendment to the Memorandum of Understanding changes the minimum on-duty daily staffing for the Department from eleven personnel to twelve personnel, of the fifteen budgeted personnel per day. Minimum daily staffing defines the minimum number of on-duty staff that must be present at the City's stations at all times. If the staffing falls below the minimum, off-duty personnel are hired on overtime basis to achieve the required minimum staffing level. This change is necessary to provide the appropriate level of supervision for the department's aerial ladder apparatus, and provide the minimum daily staffing deemed necessary to operate that apparatus safely and effectively. The proposed action can be accommodated with existing budgeted staff.

Fiscal Implications:

The fiscal implications of this Resolution are unknown at this point. Approval of this Resolution may result in some increase in overtime costs to maintain the additional staffing associated with increasing the daily minimum fire department staffing from eleven to twelve, dependent upon employee leave usage within existing leave policies.

Alternatives Considered:

This Council could elect not to approve this Resolution. This alternative is not recommended, particularly in light of the pending delivery of the new 100 ft. tractor-drawn aerial fire apparatus. This apparatus will eliminate the current cross-staffing of the existing ladder truck and heavy rescue apparatus by combining the capabilities of both vehicles into a single apparatus. The new tractor-drawn aerial apparatus also

requires two operators, one to drive the tractor, and another to steer the trailer from the rear. Department policy and industry best practices also require a ground-based lookout whenever the vehicle is backing up, requiring a third crew person. In addition, the full capabilities of the new aerial apparatus cannot be realized with less than a three-person crew, which is the minimum staffing for all other department fire apparatus.

Discussion:

In June 2006, Council approved Resolution No. 06-97 C.S. adopting and approving the operating budget for fiscal year 2006-07. This budget included three additional Fire Captain positions to provide increased staffing on the aerial ladder apparatus consistent with the 3-person staffing of the other city fire apparatus, and to provide a more appropriate level of crew supervision.

In addition, daily minimum staffing of fire apparatus is governed by a department policy that is also an amendment to the Memorandum of Understanding (MOU) between the City and the fire department employees represented by the Monterey Fire Fighters Association. Section 14.8 of this MOU, adopted and executed on December 12, 2007, establishes a joint Labor / Management Committee with authority to modify exhibits attached to the MOU by mutual agreement with Council ratification. The joint Labor / Management Committee conducted its first meeting on February 20, 2008, and mutually agreed to modify fire department policy establishing minimum daily staffing from "eleven members not including the Division Chief or Duty Officer" to "*twelve members not including the Duty Chief or Duty Officer.*" The attached Resolution authorizes the City Manager to sign and execute a side letter to the Memorandum of Understanding implementing this policy amendment.

RESOLUTION NO. _____ C.S.

RESOLUTION AUTHORIZING THE CITY MANAGER TO SIGN AND EXECUTE AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING WITH EMPLOYEES REPRESENTED BY THE MONTEREY FIRE FIGHTERS ASSOCIATION (MFFA) FOR THE PERIOD OF JANUARY 1, 2007 THROUGH DECEMBER 31, 2009

WHEREAS, THE CITY OF MONTEREY has negotiated an amendment to the current Memorandum of Understanding (MOU) with the Monterey Fire Fighters Association (MFFA); and

WHEREAS, this amendment will modify Exhibit C, Fire Department Policy 123.103, Section 3-1.9 increasing fire department minimum daily staffing level from eleven to twelve personnel, to read as follows:

"Minimum Staffing: Minimum daily staffing of the Operations Division of the Department shall be twelve members, not including the Duty Chief or Duty Officer."

WHEREAS, this amendment requires Council authorization to implement, now

THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF MONTEREY that the City Manager is hereby authorized to execute the amendment to the MFFA MOU dated January 1, 2007 to December 31, 2009 as outlined herein.

PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF MONTEREY this ____ day of _____ 2008 by the following votes:

AYES: COUNCILMEMBERS:

NOES: COUNCILMEMBERS:

ABSENT: COUNCILMEMBERS:

APPROVED:

Mayor of Said City

ATTEST:

City Clerk thereof