

CITY OF SAN BRUNO COUNTER PROPOSALS
2021 SUCCESSOR AGREEMENT NEGOTIATIONS
SAN BRUNO FIRE BARGAINING UNIT, TEAMSTERS LOCAL 856

TENTATIVE SUPPOSAL – NOT AUTHORIZED BY COUNCIL

All other City and Union Proposals dropped.

March 18, 2022

8.2. Salary Survey Methodology:

8.2.1. The City and Union agree that the salary for Firefighter and Fire Captain shall be compared to other agencies by review of the following factors: determination of whether an AS degree is required in job description and included in base salary. In those cases, the base salary shall be used for the salary survey; and 2) determination if AS degree is not required as a part of Fire Captain job description by the comparator agency provides educational incentive for a Fire Captain with an AA/AS degree. In those cases, the survey salary shall be the base salary plus appropriate AA/AS educational incentive pay.

8.2.2. The City and Union agree that survey salaries for those agencies which do not include EMT certification as a minimum qualification shall be determined by using the agencies base pay and its appropriate EMT certification incentive.

8.2.3. ~~Historical Salary Survey Comparison Agencies: Central County Fire, Menlo Park Fire Protection District, South San Francisco, North County Fire Authority (Daly City, Pacifica & Brisbane), Central County Fire (Hillsborough & Burlingame), Millbrae, San Mateo, Foster City, Redwood City, San Mateo Consolidated Fire District, South San Francisco, South County Fire District, Menlo Park Fire Protection District and, Half Moon Bay Fire District, Woodside Fire District, and San Bruno.~~

8.3. Salary Increases

8.3.1. The salary ranges for Firefighter and Fire Captain shall be as set forth in Appendix "A", based upon the following understandings:

8.3.2. Top-step firefighter salary shall include the 6% (six percent) AA/AS educational incentive pay previously provided. Possession of AA/AS and/or California Paramedic may now be required by the City as a minimum educational requirement for position of Firefighter.

8.3.3. For the duration of this contract, the City agrees to maintain a 9% differential between the top step salaries of the classifications of Fire

Captain and Firefighter/Paramedic. The Parties agree to discuss
compaction between the Fire Captain and Lead Mechanic Incentive Pay.

8.3.4. The following reflects the understanding as to adjustments, modifications and changes related to salary and/or benefits which were agreed upon:

- ~~3% increase effective the first full pay period following ratification by the City Council retroactive to first full pay period January 1, 2018~~
- ~~3% increase effective the first full pay period in January 2019~~
- ~~3% increase effective the first full pay period in January 2020~~
- ~~1% market equity adjustment for all represented ranks effective the first full pay period in January 2018~~
- ~~1% market equity adjustment for all represented ranks effective the first full pay period in January 2019~~
 - 4% increase effective the first full pay period in January 2022.
 - 3% increase effective the first full pay period in January 2023.
 - 3% increase effective the first full pay period in January 2024.
 - 3% increase effective the first full pay period in January 2025.

8.4. Market Equity Adjustment

- 1% increase effective the first full pay period in January 2022.
- 1% increase effective the first full pay period in January 2023.
- 1% increase effective the first full pay period in January 2024.
- 1% increase effective the first full pay period in January 2025.

~~Effective the first pay period beginning after Union ratification and approval of the successor agreement by the City Council consistent with Brown Act requirements, a one-time lump sum payment of \$1,000.00 shall be paid as follows: The one-time lump sum payment will be paid in the _____ TBD, payroll check for employees in this unit still employed (in paid status) by the City at the time of payment subject to the following conditions. Employees who leave before or in the middle of the pay period that the lump sum is processed and paid shall not receive the lump sum. An employee who changes status from one bargaining unit to another during the pay period that the lump sum is processed shall only be entitled to one lump sum payment. All amounts are subject to required state and federal taxes. This one-time lump sum shall not be pensionable compensation.~~

27. Health and Welfare Benefits

27.1. Medical, Dental and Vision Insurances

27.1.1. Each regular full-time employee and each permanent part-time employee of this unit shall become eligible to participate in "Teamsters Local union No. 856 Health and Welfare Trust Fund," pursuant to the provisions of Article I

of the Teamsters Local 856 Trust by laws provided, however, that participation in the fund shall not be denied to eligible employees who are not members of the Union. Temporary employees and temporary part-time employees who are employed by the City for a period of ninety (90) days shall also be eligible to participate in said fund.

27.1.2. For purposes of providing health and welfare benefits for regular full-time and permanent part-time employees subject to this MOU the City shall contribute an agreed upon amount to the trust fund on a monthly basis on behalf of each eligible employee for actual costs incurred by such Fund to provide and maintain at existing levels of coverage hospital, medical, dental care, prescription drugs, vision care, and retiree health benefits.

27.1.3. The City shall pay 75% and employee pays 25% of the health and welfare benefit premium increase over the prior plan year based on the cost of the plan options which they have selected.

- Beginning January 1, 2022 through December 31, 2025 the City shall pay 75% and employee shall pay 25% of health and welfare benefit premium increase over the prior plan year.

27.2. Retiree Plus Health Coverage

27.2.1. Employees in this unit participate in Retiree Plus Health Coverage established January 1, 2021. For the term of this contract the City shall pay 75% and employee shall pay 25% of Retiree Plus Health Coverage premium.

27.2.2. Eligibility for any Retiree coverage: If you retire from employment with an employer who is making contributions for retiree coverage, you will be eligible for retiree benefits provided (1) You were covered under this Plan for a total of 120 months and (2) You were eligible for at least 12 continuous months immediately prior to the date of your retirement.

27.2.3. —Eligibility for Retiree Plus coverage: If you retire from employment with an employer who is making the required contributions for Retiree Plus coverage, you will be eligible for the reduced Monthly Self-Pay rate provided (1) you have at least 240 months of coverage and (2) 12 continuous months immediately prior to the date of your retirement with an employer who paid into the Retiree Plus Plan. If you have at least 120 months, but less than 240 months, you will be eligible for Retiree coverage but not for the reduced Monthly Self-Pay rate. *Retirees are encouraged to review the Retiree Plus Health Coverage Plan Document for exceptions and enrollment deadlines.*

37. Long-Term Disability (LTD Insurance)

37.1 The City agrees to allow employees in this bargaining unit that choose to voluntarily waive participation in a City-wide Long-Term Disability (LTD) insurance program to enroll in a qualified Union sponsored LTD insurance program. The City will provide a reimbursement to employees of this unit toward plan premiums up to the maximum premium contribution the City is paying towards employees enrolled in the Citywide LTD program. Employees of this bargaining unit agree to pay the difference in premium cost between the City's contribution and the Union's LTD plan costs. The City's premium contribution for Long-Term Disability is not available for cash reimbursement.

53. Term

53.1. This Memorandum of Understanding, except as otherwise noted, shall remain in effect for those employees employed in the classifications set forth in Appendix "A" for the period from January 1, ~~2018-2022~~ – December 31, ~~2020~~2025, except to the extent that such Memorandum of Understanding may be modified by the parties during such period, and shall continue in full force and effect until either superseded by a subsequent Memorandum of Understanding or by such other action of the City Council affecting wages, hours and conditions of employment of employees in classifications covered by this Memorandum of Understanding.

54. Appendix A

Add classification of Fire Inspector

Agreed upon by representatives of the City of San Bruno:




Dania Torres-Wong, Sloan Sakai Yeung & Wong, LLC
Chief Negotiator

3/23/2022

Date

Agreed upon by representative of San Bruno Fire represented by Teamsters Local #856:



Peter Finn, Secretary/Treasurer/Principal Officer

3/21/2022

Date