

**RESOLUTION 2012-25**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE  
CONCERNING WAGES, HOURS AND WORKING CONDITIONS  
FOR THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 2400,  
AFL-CIO, EFFECTIVE OCTOBER 1, 2012**

**WHEREAS**, on April 23, 2001, the City Council approved Resolution 2001-26 concerning the Memorandum of Understanding between the City of Brisbane and the International Association of Firefighters, Local 2400, AFL-CIO; and

**WHEREAS**, the City of Brisbane and the International Association of Firefighters, Local 2400, AFL-CIO have since met and conferred in accordance with the requirements of the Meyers-Millias-Brown Act; and

**WHEREAS**, the City of Brisbane and the International Association of Firefighters, Local 2400, AFL-CIO have reached an agreement regarding revising current wages, hours and working conditions;

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Brisbane as follows

1. The letter of understanding dated September 25, 2012 as set forth in Exhibit A is ratified and approved in all respects.
2. The City Manager is hereby authorized and directed to execute such letter of understanding, effective October 1, 2012.

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CLIFF LENTZ  
Mayor

I hereby certify that the foregoing Resolution No. 2012-25 was duly and regularly adopted at a regular meeting of the Brisbane City Council on October 1, 2012, by the following vote:

AYES:  
NOES:  
ABSENT:

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SHERI MARIE SPEDIACCI  
City Clerk



## CITY OF BRISBANE

50 Park Place  
 Brisbane, California 94005-1310  
 (415) 508-2100  
 Fax (415) 467-4989

**International Association of Firefighters, Local 2400, AFL-CIO**  
**City of Brisbane**  
**Station 81**  
**3445 Bayshore Boulevard**  
**Brisbane, CA 94005**

The City of Brisbane and the International Association of Firefighters, Local 2400, AFL-CIO hereby agree to extend the term of the Memorandum of Understanding ("MOU") that expired June 30, 2008 to December 31, 2013. In recognition of AB 340 and the Affordable Care Act, the parties further agree to commence meet and confer over a successor MOU on or about March 1, 2013.

This side letter also will confirm the following items regarding the MOU for the time periods set forth below:

1. The salaries for the classifications in the bargaining unit covered by the Memorandum of Understanding will be reduced by one percent for the time period of January 1, 2013 to and expiring on December 31, 2013.
2. The City's contribution toward the Flexible Compensation Plan for the time period of January 1, 2013 to and expiring on December 31, 2013 will be set at the following amounts:
 

No Plan	\$487.39
Single party	\$596.10
Two party	\$1,307.20
Family	\$1,733.86

The City shall contribute \$115.00 per month for the medical insurance premiums for active and retired employees. Health benefits will be offered through the PERS Health Benefits program.

3. For employees hired on or after January 1, 2013 the City will contribute one point five percent (1.5%) of the employee's base monthly salary toward a defined contribution benefit plan and the Supplemental Stipend will not apply. In the event the employee makes a contribution of up to Two point Five percent (2.5%) of the employee's base monthly salary toward the Defined Contribution Plan, the City will match such contribution up to one percent (1.0%). The City's total contribution toward any employee will not exceed two point five percent (2.5%).

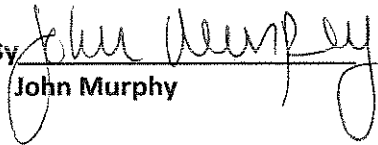
For individual employees eligible for the supplemental stipend who voluntarily elect to irrevocably opt out of the supplemental stipend benefit, the City will contribute three percent (3.0%) of the employee's base monthly salary toward a Defined Contribution Plan and the supplemental stipend will not apply. In the event the employee makes a contribution up to five percent (5.0%) of the employee's base monthly salary towards the Defined Contribution Plan, the City will match such contribution up to two percent (2.0%). The City's total contribution toward any employee will not exceed five percent (5.0%). This benefit will terminate upon separation from service with the City. Furthermore, it is

agreed that an employee who once waives his/her participation in the supplemental stipend program, it shall be irrevocable.

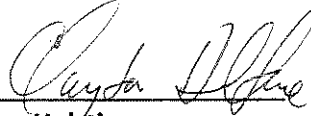
If the foregoing is in accordance with your understanding, please so indicate by signing below.

INTERNATIONAL ASSOCIATION OF  
FIREFIGHTERS, LOCAL 2400 AFL-CIO

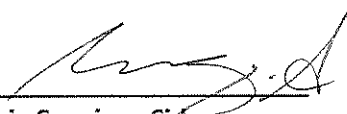
Dated 9/25/12

By   
John Murphy

CITY OF BRISBANE

By   
Clayton Holstine  
City Manager

By   
Stuart Schillinger  
Administrative Services Director

By   
Maria Saguisag-Sid  
Senior Management Analyst

Effective Date: 10/1/2012

CITY OF BRISBANE  
International Assoc. of Firefighters, Local 2400

Appendix A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Firefighter	Monthly	6,353.17	6,670.83	7,004.37	7,354.59	7,722.32
	Bi-weekly	2,932.23	3,078.84	3,232.79	3,394.43	3,564.15
	Hourly	26.18	27.49	28.86	30.31	31.82
Firefighter/Paramedic	Monthly	6,353.17	6,670.83	7,004.37	7,354.59	7,722.32
	Bi-weekly	2,932.23	3,078.84	3,232.79	3,394.43	3,564.15
	Hourly	26.18	27.49	28.86	30.31	31.82
Fire Captain	Monthly	7,592.81	7,972.45	8,371.07	8,789.62	9,229.10
	Bi-weekly	3,504.37	3,679.59	3,863.57	4,056.75	4,259.58
	Hourly	31.29	32.85	34.50	36.22	38.03
Fire Prevention Officer	Monthly	6,686.11	7,020.42	7,371.44	7,740.01	8,127.01
	Bi-weekly	3,085.90	3,240.19	3,402.20	3,572.31	3,750.93
	Hourly	38.57	40.50	42.53	44.65	46.89
Fire Trainee	Monthly	3,160.88				
	Bi-weekly	1,458.87				
	Hourly	18.24				

1 - Hourly wage for Firefighter, Firefighter/Paramedic and Fire Captain are calculated on a 56-hour workweek.

2 - Hourly wage for Fire Prevention Officer and Fire Trainee is calculated on a 40-hour workweek.

3 - Base Salary includes holiday compensation at the rate of 6.0% for Firefighter & Firefighter/Paramedic.

**Effective Date: 1/1/2013**  
1.00% Decrease

**CITY OF BRISBANE** Appendix A  
International Assoc. of Firefighters, Local 2400

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Firefighter	Monthly	6,290.27	6,604.78	6,935.02	7,281.77	7,645.86
	Bi-weekly	2,903.20	3,048.36	3,200.78	3,360.82	3,528.86
	Hourly	25.92	27.22	28.57	30.01	31.50
Firefighter/Paramedic	Monthly	6,290.27	6,604.78	6,935.02	7,281.77	7,645.86
	Bi-weekly	2,903.20	3,048.36	3,200.78	3,360.82	3,528.86
	Hourly	25.92	27.22	28.57	30.01	31.50
Fire Captain	Monthly	7,517.63	7,893.51	8,288.19	8,702.59	9,137.72
	Bi-weekly	3,469.67	3,643.16	3,825.32	4,016.58	4,217.41
	Hourly	30.98	32.52	34.16	35.86	37.65
Fire Prevention Officer	Monthly	6,619.91	6,950.91	7,298.46	7,663.38	8,046.54
	Bi-weekly	3,055.35	3,208.11	3,368.51	3,536.94	3,713.79
	Hourly	38.19	40.10	42.11	44.21	46.43
Fire Trainee	Monthly	3,129.58				
	Bi-weekly	1,444.43				
	Hourly	18.06				

- 1 - Hourly wage for Firefighter, Firefighter/Paramedic and Fire Captain are calculated on a 56-hour workweek.
- 2 - Hourly wage for Fire Prevention Officer and Fire Trainee is calculated on a 40-hour workweek.
- 3 - Base Salary includes holiday compensation at the rate of 6.0% for Firefighter & Firefighter/Paramedic.