



FIREFIGHTERS' ASSOCIATION

Successor Memorandum of Understanding

Approved by Resolution No. 22-15

Approved on March 1, 2022

The terms and conditions of the Memorandum of Understanding (MOU) between the City of San Gabriel and the San Gabriel Firefighters' Association (Association) shall be amended in accordance with the following. All other terms and conditions of the MOU not amended hereinafter shall remain unchanged and in full force and effect.

ARTICLE 1. TERM

This MOU shall be in effect for the period covering July 1, 2017 through June 30, 2022.

ARTICLE 2. COMPENSATION

For the period covering July 1, 2017 through June 30, 2022, the authorized salary schedule shall be amended to incorporate the following:

A. On-Schedule Base Salary Increases

- i. Maintain two percent (2%) base salary increase implemented on April 14, 2018 by Resolution No. 18-14.
- ii. Effective June 23, 2018, increase base salaries one percent (1%).
- iii. Effective June 22, 2019, increase base salaries one percent (1%).
- iv. Effective July 3, 2021, increase base salaries four percent (4%).

B. On-Schedule Equity Adjustment

Effective July 3, 2021, increase base salaries two percent (2%) in exchange for the permanent elimination of the health benefit cash-in-lieu option as specified in Article 5, Subsection "A" hereinafter.

C. Authorized Salary Schedule

The authorized salary schedule for the Firefighter, Firefighter-Paramedic, Fire Engineer, and Fire Captain position classifications shall be amended to incorporate the terms of Subsection "A" and "B" above and established as specified in Appendix "A", attached hereto.

D. Off-Schedule Cash-In-Lieu Payment

The terms specified in Article 5, Subsection "A" hereinafter shall be paid in accordance with Appendix "B", attached hereto.

ARTICLE 5. HEALTH BENEFIT

For the period covering July 1, 2017 through July 3, 2021, the cash-in-lieu option for the health benefit cafeteria plan shall be provided as set forth in the following:

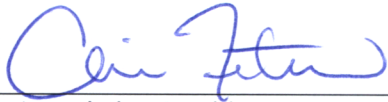
A. Cash-In-Lieu Option

- i. Effective July 1, 2017, restore cafeteria plan cash-in-lieu benefit to the beginning of the pay period encumbering July 1, 2017 with cash-in-lieu amounts based on member health benefit elections in effect at the time of restoration through June 30, 2018. Seven percent (7%) interest shall be added to each member's cash-in-lieu amount for the period.
- ii. Effective July 1, 2018, carry-over cafeteria plan cash-in-lieu benefit from the prior contract year with cash-in-lieu amounts based on member health benefit elections in effect from July 1, 2018 through June 30, 2019. Seven percent (7%) interest will be added to each member's cash-in-lieu amount for the period.
- iii. Effective July 1, 2019, carry-over cafeteria plan cash-in-lieu benefit from the prior contract year with cash-in-lieu amounts based on member health benefit elections in effect from July 1, 2019 through June 30, 2020. Seven percent (7%) interest will be added to each member's cash-in-lieu amount for the period.
- iv. Effective July 1, 2020, carry-over cafeteria plan cash-in-lieu benefit from the prior contract year with cash-in-lieu amounts based on member health benefit elections in effect from July 1, 2020 through June 30, 2021. Seven percent (7%) interest will be added to each member's cash-in-lieu amount for the period.
- v. Effective upon the start of July 3, 2021, the cafeteria plan cash-in-lieu benefit shall be eliminated.

ARTICLE 10. APPROVAL

It is understood that this MOU has been presented to the members of the Association and ratified for submission to the City Council for Council's consideration and action. It is further understood that the City will dismiss its writ in the Court of Appeal challenging the decision in PERB Case No. LA-CE-1297-M immediately upon City Council's approval of this MOU and that this MOU will not be effective without the approval of the City Council by resolution.

SAN GABRIEL
FIREFIGHTERS' ASSOCIATION

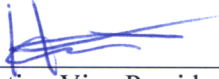


Association President
Christopher Fetner

CITY OF SAN GABRIEL



City Manager
Mark Lazzaretto



Association Vice-President
Hrag Jivalagian



Human Resources Director
Edward M. Macias

APPENDIX “A”
Authorized Salary Schedule
Approved by Resolution No. 22-15
Approved on March 1, 2022

| POSITION TITLE | EFFECTIVE DATE | STEP A | | STEP B | | STEP C | | STEP D | | STEP E | |
|-----------------------|----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | | MONTHLY | HOURLY | MONTHLY | HOURLY | MONTHLY | HOURLY | MONTHLY | HOURLY | MONTHLY | HOURLY |
| Fire Captain | 04/14/18 | \$7,459 | \$30.74 | \$7,832 | \$32.28 | \$8,224 | \$33.89 | \$8,635 | \$35.58 | \$9,067 | \$37.36 |
| Fire Engineer | 04/14/18 | \$6,310 | \$26.00 | \$6,626 | \$27.30 | \$6,957 | \$28.67 | \$7,305 | \$30.10 | \$7,670 | \$31.61 |
| Firefighter/Paramedic | 04/14/18 | \$6,292 | \$25.93 | \$6,607 | \$27.23 | \$6,937 | \$28.59 | \$7,284 | \$30.02 | \$7,648 | \$31.52 |
| Firefighter | 04/14/18 | \$5,471 | \$22.55 | \$5,745 | \$23.67 | \$6,032 | \$24.86 | \$6,333 | \$26.10 | \$6,650 | \$27.40 |
| Fire Captain | 06/23/18 | \$7,534 | \$31.05 | \$7,911 | \$32.60 | \$8,306 | \$34.23 | \$8,722 | \$35.94 | \$9,158 | \$37.74 |
| Fire Engineer | 06/23/18 | \$6,373 | \$26.26 | \$6,692 | \$27.58 | \$7,026 | \$28.96 | \$7,378 | \$30.40 | \$7,747 | \$31.92 |
| Firefighter/Paramedic | 06/23/18 | \$6,355 | \$26.19 | \$6,673 | \$27.50 | \$7,006 | \$28.87 | \$7,357 | \$30.32 | \$7,724 | \$31.83 |
| Firefighter | 06/23/18 | \$5,526 | \$22.77 | \$5,802 | \$23.91 | \$6,092 | \$25.10 | \$6,397 | \$26.36 | \$6,717 | \$27.68 |
| Fire Captain | 06/22/19 | \$7,609 | \$31.36 | \$7,990 | \$32.93 | \$8,389 | \$34.57 | \$8,809 | \$36.30 | \$9,249 | \$38.12 |
| Fire Engineer | 06/22/19 | \$6,437 | \$26.53 | \$6,759 | \$27.85 | \$7,097 | \$29.24 | \$7,452 | \$30.71 | \$7,824 | \$32.24 |
| Firefighter/Paramedic | 06/22/19 | \$6,418 | \$26.45 | \$6,739 | \$27.77 | \$7,076 | \$29.16 | \$7,430 | \$30.62 | \$7,802 | \$32.15 |
| Firefighter | 06/22/19 | \$5,581 | \$23.00 | \$5,860 | \$24.15 | \$6,153 | \$25.36 | \$6,461 | \$26.62 | \$6,784 | \$27.95 |
| Fire Captain | 07/03/21 | \$8,066 | \$33.24 | \$8,469 | \$34.90 | \$8,893 | \$36.65 | \$9,337 | \$38.48 | \$9,804 | \$40.40 |
| Fire Engineer | 07/03/21 | \$6,823 | \$28.12 | \$7,164 | \$29.52 | \$7,523 | \$31.00 | \$7,899 | \$32.55 | \$8,294 | \$34.18 |
| Firefighter/Paramedic | 07/03/21 | \$6,804 | \$28.04 | \$7,144 | \$29.44 | \$7,501 | \$30.91 | \$7,876 | \$32.46 | \$8,270 | \$34.08 |
| Firefighter | 07/03/21 | \$5,916 | \$24.38 | \$6,212 | \$25.60 | \$6,522 | \$26.88 | \$6,848 | \$28.22 | \$7,191 | \$29.63 |

APPENDIX “B”
Cash-In-Lieu Payment
Approved by Resolution No. 22-15
Approved on March 1, 2022

July 1, 2017 - June 30, 2021

| | | |
|--|-----------------------------------|------------------|
| | Cash-In-Lieu Due \$ | 653,992 |
| | Overtime Due from Cash-In-Lieu \$ | 549,896 |
| | Total \$ | 1,203,888 |