



Firefighters' Association 2022-2025 MOU

ARTICLE 1. TERM

This MOU shall be in effect for three (3) years covering the July 1, 2022 through June 30, 2025 period.

ARTICLE 2. ON-SCHEDULE COMPENSATION

For the term of this MOU, the authorized position classification and salary schedule for all authorized positions represented by the unit shall be amended to incorporate the following:

A. Position Classification Deletions & Additions

During the term of this MOU, the following position classifications shall be deleted and/or added to the authorized position classification and salary schedule:

- i. Effective June 29, 2024, Fire Engineer shall be deleted from the authorized position classification and salary schedule.
- ii. Effective June 29, 2024, Fire Engineer-Paramedic (PM) shall be added to the authorized position classification and salary schedule. The base salary for Fire Engineer-PM shall be equal to the base salary for Fire Engineer as of June 28, 2024.
- iii. Effective June 29, 2024, Fire Engineer-EMT shall be added to the authorized position classification and salary schedule. The base salary for Fire Engineer-EMT shall be equal to the base salary for Fire Engineer as of June 28, 2024.

B. Base Salary Increases

During the term of this MOU, salary increases shall be implemented in accordance with the following:

- i. Effective July 2, 2022, the base salaries for all position classifications represented by the unit shall be increased by ten percent (10%).
- ii. Effective July 1, 2023, the base salaries for all position classifications represented by the unit shall be increased by five percent (5%).
- iii. Effective June 29, 2024, the base salaries for all position classifications represented by the unit shall be increased by two percent (2%).

C. Pay Adjustments

During the term of this MOU, pay adjustments shall be implemented in accordance with the following:

- i. Effective June 29, 2024, the base salary for Fire Captain shall be increased by 5% in exchange for the permanent elimination of Paramedic Certification pay.
- ii. Effective June 29, 2024, the base salary for Fire Engineer-PM shall be increased by 5% in exchange for the permanent elimination of Paramedic Certification pay.

- iii. Effective June 29, 2024, the base salary for Fire Engineer-PM shall be increased by 2.5% to reduce salary compaction with the scheduled salary for Firefighter-PM.
- iv. Effective June 29, 2024, the base salary for Fire Engineer-EMT shall be increased by 2.5% in exchange for the permanent elimination of Ambulance pay.
- v. Effective June 29, 2024, the base salary for Firefighter-EMT shall be increased by 2.5% in exchange for the permanent elimination of Ambulance pay.

D. Authorized Position Classification & Salary Schedule

The authorized position classification and salary schedule shall be amended to incorporate the terms of Subsection “A”, “B” and “C” above and established as specified in Appendix “A”, attached hereto.

ARTICLE 4. EDUCATION INCENTIVES & SPECIAL DETAIL PAYS

Effective the first pay period after this MOU is ratified by Council resolution, the provisions for education incentives and special detail pays shall be amended and provided as set forth in the following sections. All other provisions of the MOU not mentioned or amended here shall remain in full force and effect.

A. Eligibility

Unit members shall be eligible for special detail and incentive pays upon their initial hire within the unit.

B. Education Incentive Pay

Education incentive pays shall be amended as follows:

- i. Unit members who possess a State Fire Officer Certification and an Associate’s degree, or 60 college units approved by the Fire Chief in-lieu of an Associate’s degree, shall receive 6% of base pay.
- ii. Education incentive pays are non-cumulative and unit members may only receive one (1) education incentive pay at a time.

C. Arson Investigator

Unit members shall be paid an additional two-hundred fifty dollars (\$250) per month over their base salary when assigned to Arson Investigator (AI). AI assignments shall be made at the discretion of the Department and limited to one (1) assignment only.

D. Urban Search & Rescue (USAR) Assignment

Unit members shall be paid an additional two-hundred fifty dollars (\$250) per month over their base salary when assigned to USAR duty. USAR special assignments shall be made at the discretion of the Department and limited to six (6) total assignments, with two (2) assignments per shift.

E. Paramedic Coordinator

Unit members shall be paid an additional two-hundred fifty dollars (\$250) per month over their base salary when assigned Paramedic Coordinator (PC). PC assignments shall be made at the discretion of the Department and limited to one (1) assignment only.

F. Auxiliary Coordinator

Unit members shall be paid an additional two-hundred fifty dollars (\$250) per month over their base salary when assigned Auxiliary Coordinator (AC). AC assignments shall be made at the discretion of the Department and limited to one (1) assignment only.

G. Community Emergency Response Team (CERT) Coordinator

Unit members shall be paid an additional two-hundred fifty dollars (\$250) per month over their base salary when assigned CERT Coordinator. CERT Coordinator assignments shall be made at the discretion of the Department and limited to one (1) assignment only.

H. Self-Contained Breathing Apparatus (SCBA) Technician

Unit members shall be paid an additional two-hundred fifty dollars (\$250) per month over their base salary when assigned SCBA Technician. SCBA Technician assignments shall be made at the discretion of the Department and limited to one (1) assignment only.

ARTICLE 5. HEALTH BENEFITS

Effective the first pay period beginning in January 2023, the City shall provide unit employees health benefits as set forth below:

A. Health Benefit Contribution

The City shall contribute up to one-thousand, five-hundred and sixty-eight dollars (\$1,568) per month to unit employees for the purchase of medical, dental, and vision insurance. All cumulative health premium costs in excess of the City's maximum monthly contribution amount shall be paid by the unit member via payroll deduction or direct payment, if necessary.

B. Medical Insurance

Unit members shall be provided medical coverage options through the CalPERS group medical plan in accordance with the Public Employees' Medical and Hospital Care Act (PEMHCA). The cost of medical premiums is deducted from the City's maximum health benefit contribution of one-thousand, five-hundred and sixty-eight dollars (\$1,568.00) per month. Unit employees may opt out of medical coverage with the City's group plan if they provide proof of coverage with another credible group plan.

C. Dental Insurance

Unit members shall be required to maintain at a minimum, employee-only dental insurance coverage from a City sponsored plan. The cost of employee-only coverage is deducted from the City's maximum health benefit contribution of one-thousand, five-hundred and sixty-eight dollars (\$1,568.00) per month. Unit members may also purchase coverage for eligible dependents. Dependents must enroll in the same dental plan as the unit member.

D. Vision Insurance

Unit members shall be required to maintain at a minimum, employee-only vision insurance coverage from a City sponsored plan. The cost of employee-only coverage is deducted from the City's maximum health benefit contribution of one-thousand, five-hundred and

sixty-eight dollars (\$1,568.00) per month. Unit members may also purchase coverage for eligible dependents.

E. Nonfungibility

The City’s maximum health benefit contribution amount, or any fraction thereof, is nonfungible and cannot be cashed out in-lieu of health benefits. The health benefit contribution can only be used for the purchase of health insurance coverage.

ARTICLE 6. RETIREE MEDICAL

Effective January 1, 2023, the City shall provide retiree medical in accordance with the following:

A. Employees hired on or before December 31, 2022

Pursuant to Resolution 03-27, all employees hired on or before December 31, 2022, shall be eligible for post-retirement health benefits. To be eligible, the employee must have a minimum of 10 years of service credit with CalPERS and no less than five (5) years of service credit with the City of San Gabriel.

B. New employees hired on or after January 1, 2023

Pursuant to Government Code Section 22893 (formerly Section 22825.5), the City will make a resolution that any employee hired on or after January 1, 2023 shall not receive the benefit specified in Subsection “A” above but shall instead receive the Public Employees’ Medical Hospital Care Act (PEMHCA) statutory minimum for retiree medical coverage as set forth in 22892, upon their retirement from the City.

ARTICLE 7. LEAVE TIME

Effective the first pay period beginning in January 2023, the following leave provisions shall be amended as follows.

A. Vacation Leave Accrual Schedule

Unit members shall accrue vacation leave in accordance with the following schedules:

| 56-Hour Shift Personnel | | 40-Hour Administrative Personnel | |
|--------------------------------|-----------------------|---|-----------------------|
| <u>Years of Service</u> | <u>Annual Accrual</u> | <u>Years of Service</u> | <u>Annual Accrual</u> |
| 1 - 4 yrs | 192 hrs | 1 - 4 yrs | 137 hrs |
| 5 - 9 yrs | 240 hrs | 5 - 9 yrs | 171 hrs |
| 10 - 14 yrs | 264 hrs | 10 - 14 yrs | 188 hrs |
| 15 - 19 yrs | 288 hrs | 15 - 19 yrs | 205 hrs |
| 20+ yrs | 312 hrs | 20+ yrs | 222 hrs |

All other terms and conditions pertaining to vacation leave shall remain unchanged from the prior MOU, including the maximum vacation accrual amount of 504 hours.

B. Sick Leave Overtime Hours Option

Unit members may declare up to 96 hours of sick leave (or unscheduled call-out time) as hours worked for the purposes of determining overtime per year. Sick leave, as well as unscheduled call-out hours, shall not count as hours worked for the purposes of

determining overtime, with the exception of the 96 hours allowed per year by this provision. Unit members must declare in advance of the payroll submission deadline that they are invoking this option for their sick leave/call-out hours during the applicable payroll period.

ARTICLE 8. COMPENSATORY TIME OFF

Unit members may earn up to a maximum of 144 hours of compensatory time. Compensatory time off shall be earned at the same rate and in the same manner as overtime. Compensatory time off may be taken at the discretion of the department. Unit members will not be denied use of compensatory time off when such use will not require the City to pay overtime to fill the vacancy. Once compensatory time off is approved, it cannot be revoked later than 14 days before the date it is to be taken, except in cases of emergency.

ARTICLE 9. SURVEY CITIES

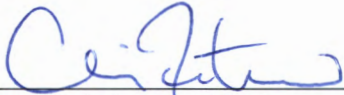
The Association and City agree to use the Verdugo area cities for the purpose of salary and benefit surveys. Currently, the survey cities are:

- Alhambra
- Arcadia
- Burbank
- Glendale
- Monrovia
- Montebello
- Monterey Park
- Pasadena
- San Marino
- South Pasadena
- LA County Fire (as data point only)

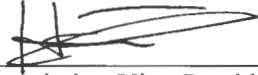
ARTICLE 10. COMPREHENSIVE MEMORANDUM OF UNDERSTANDING

The City agrees to reopen this agreement to complete a comprehensive MOU.

SAN GABRIEL
FIREFIGHTERS' ASSOCIATION



Association President
Christopher Fetner



Association Vice-President
Hrag Jivalagian

CITY OF SAN GABRIEL



City Manager
Mark Lazzaretto



Human Resources Director
Edward M. Macias

APPENDIX “A”
Authorized Position Classification & Salary Schedule
Approved by Resolution No. 22-62
Approved on October 4, 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 | 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-EMT | 07/03/21 | \$5,916 | \$24.38 | \$6,212 | \$25.60 | \$6,522 | \$26.88 | \$6,848 | \$28.22 | \$7,191 | \$29.63 |
| Fire Captain | 07/02/22 | \$8,873 | \$36.56 | \$9,316 | \$38.39 | \$9,782 | \$40.31 | \$10,271 | \$42.33 | \$10,785 | \$44.44 |
| Fire Engineer | 07/02/22 | \$7,505 | \$30.93 | \$7,881 | \$32.48 | \$8,275 | \$34.10 | \$8,689 | \$35.80 | \$9,123 | \$37.59 |
| Firefighter-Paramedic | 07/02/22 | \$7,484 | \$30.84 | \$7,858 | \$32.38 | \$8,251 | \$34.00 | \$8,664 | \$35.70 | \$9,097 | \$37.49 |
| Firefighter-EMT | 07/02/22 | \$6,507 | \$26.82 | \$6,833 | \$28.16 | \$7,174 | \$29.56 | \$7,533 | \$31.04 | \$7,910 | \$32.60 |
| Fire Captain | 07/01/23 | \$9,316 | \$38.39 | \$9,782 | \$40.31 | \$10,271 | \$42.33 | \$10,785 | \$44.44 | \$11,324 | \$46.66 |
| Fire Engineer | 07/01/23 | \$7,881 | \$32.48 | \$8,275 | \$34.10 | \$8,689 | \$35.80 | \$9,123 | \$37.59 | \$9,579 | \$39.47 |
| Firefighter-Paramedic | 07/01/23 | \$7,858 | \$32.38 | \$8,251 | \$34.00 | \$8,664 | \$35.70 | \$9,097 | \$37.49 | \$9,552 | \$39.36 |
| Firefighter-EMT | 07/01/23 | \$6,833 | \$28.16 | \$7,174 | \$29.56 | \$7,533 | \$31.04 | \$7,910 | \$32.60 | \$8,305 | \$34.22 |
| Fire Captain | 06/29/24 | \$9,978 | \$41.12 | \$10,476 | \$43.17 | \$11,000 | \$45.33 | \$11,550 | \$47.60 | \$12,128 | \$49.98 |
| Fire Engineer-PM | 06/29/24 | \$8,641 | \$35.61 | \$9,073 | \$37.39 | \$9,527 | \$39.26 | \$10,003 | \$41.22 | \$10,504 | \$43.28 |
| Fire Engineer-EMT | 06/29/24 | \$8,239 | \$33.95 | \$8,651 | \$35.65 | \$9,084 | \$37.43 | \$9,538 | \$39.31 | \$10,015 | \$41.27 |
| Firefighter-Paramedic | 06/29/24 | \$8,015 | \$33.03 | \$8,416 | \$34.68 | \$8,837 | \$36.42 | \$9,279 | \$38.24 | \$9,743 | \$40.15 |
| Firefighter-EMT | 06/29/24 | \$7,144 | \$29.44 | \$7,501 | \$30.91 | \$7,876 | \$32.46 | \$8,270 | \$34.08 | \$8,683 | \$35.78 |