

**City of South San Francisco
International Association of Firefighters, Local 1507
Summary of MOU Changes**

1. Contract term of five (5) years: July 1, 2017 – June 30, 2022.
2. Across-the-board salary adjustments of 3.0% effective the pay period including July 1, 2017; 3.0% effective the first full pay period of July 2018; the unit will be set to the 60th percentile of a market survey, or 3%, whichever is greater, effective the first full pay period of July 2019; 3.0% effective the pay period the first full pay period of July 2020; 3.0% effective the pay period the first full pay period of July 2021.
3. In year three of the agreement (2019-20), a professional classification and compensation study for all bargaining unit employees shall be conducted as agreed in previous tentative agreements. Any classifications below market will be brought up the 60th percentile of total compensation, or receive a 3% increase, whichever is greater, effective the first full pay period of July 2019.
4. Establish Acting Fire Marshal Compensation for employees performing during for eight hours or more. Eligible employees will receive a 5% differential set at the employee's base hourly rate or at Step 1 of the Fire Marshal base salary schedule, whichever is greater.
5. Establish a duty differential for Paramedic Preceptor Compensation/FTO will receive 5% of the employee's base hourly rate of pay.
6. Modify retirement language to reflect changes resulting from the Public Employees' Pension Reform Act.
7. For the Local 1507 unit Safety Members, the employee cost share would be phased in at 1% effective the first pay period in July 2017 (for a total employee contribution of 10%), an additional 1% effective the first fully pay period in July 2018 (for a total employee contribution of 11%), and an additional 1% effective the first fully pay period in July 2019 (for a total employee contribution of 12%). Effective July 1, 2020, the employees will be obligated to pay 3% of the employer rate, plus 9% of the employee contribution for a total employee commitment of 12%. As for New Members, as designated by CalPERS shall pay 50% of the total normal cost rate, in accordance with Government Code 7522.30.
8. The City will post the MOU electronically on its website and will not distribute paper copies of the MOU.
9. Establish parameters for Qualified Fire Investigator Standby Pay, who would be eligible for one hour of straight time pay for each workday on-call for after-hours coverage or two hours of straight time on weekends or holidays. The employee receives a two-hour minimum for any call in pay.

10. Allow for employees to their \$550 Discretionary Benefit Option if they waive insurance for medical, dental, and vision into a Medical After Retirement Account (MARA).
11. The City increased its contribution amount for the employee's long-term disability insurance from \$25.00 per month to \$35.00 per month.
12. Increased the number of hours a 56-hour employee could sell back from 72 hours to 96 hours of unused but accrued vacation per year. Also, increase the number of hours a 40-hour employee can sell back from eight to 40 hours per year.
13. Changed the residency requirement from the State of California to 660 mile radius.
14. Update the classifications list covered by the Unit.