

Proposed Letter of Agreement  
City of Palo Alto and IAFF Local 1319

June 30, 2021 – June 30, 2022



## **I. Introduction and MOA Term Extension**

In early 2020, the City of Palo Alto (City) and the Nation were impacted by the COVID-19 health pandemic. The COVID-19 pandemic impacted the City's economy at every level. Both the City and the International Association of Fire Fighters, Local 1319 (Association) have a mutual interest in extending the current Memorandum of Agreement (MOA) for one (1) additional year with limited changes to the MOA.

## **II. Salary**

The Parties agree to amend Article VII ("Salary Provisions") Section 1(e) of the current MOA to defer for one (1) year the previously negotiated wage increase of three percent (3%) which would have taken effect the first full pay period following July 1, 2020. The July 1, 2020 wage increase will now be effective the first full pay period following July 1, 2021.

The Parties further agree to freeze all movements within the step range for one (1) fiscal year, starting July 1, 2020 and ending June 30, 2021. The regular and normal movement of employees through the step scale will resume July 1, 2021.

## **III. Deferred Compensation and Pension Contributions**

The Parties agree to amend Article XXII ("Retirement Benefits") Section 7 of the current MOA to defer for one (1) year the previously negotiated City contribution to 457 Deferred Compensation Plan which would have taken effect the first full pay period following July 1, 2020. The City contributions to eligible employee's 457 Deferred Compensation Plan will now be effective the first full pay period following July 1, 2021.

The Parties agree to amend Article XXII ("Retirement Benefits") Section 3 to defer for one (1) year the previously negotiated increase of additional employee California Public Employees Retirement System contributions which would have taken effect the first full pay period following July 1, 2020. The additional one percent (1%) (for a total of 4%) employee contribution towards the employer share of pension will now be effective the first full pay period following July 1, 2021.

## **IV. Duration**

The Parties agree to amend Article XLIV ("Duration") of the current MOA to extend the term for one (1) additional year, for an expiration of June 30, 2022.

**In addition to modifying the MOA, the parties agree to certain working condition changes as set forth below:**

### **1. Medic 61 Staffing**

This section codifies the proactive efforts of IAFF Local 1319 in confronting the City’s budget shortfalls. In collaboration with the department, the Parties reached agreement to staff Medic 61 with straight time staff when feasible.

## 2. Retirement Incentive

IAFF Local 1319 has approved the City’s July 2020 Sworn retirement incentive program. Below is an overview of the program for reference:

- Sworn personnel who retire from the City on or before July 31, 2020 will be eligible for a onetime \$30,000 payment
- Sworn personnel must make their irrevocable retirement decision within the announced two (2) week window.
- The number of eligible personnel will be capped at seven (7) sworn personnel within the City of Palo Alto Fire Department.
- Each L1319 member who takes the incentive will offset the need for a layoff, based on the City’s proposed layoff of 7 L1319 member employees.

## 3. Reemployment


The names of employees laid off or demoted shall be entered upon a re-employment list in seniority order. The employee with the greatest seniority on the re-employment list shall be offered reinstatement first This list will expire 3 years from the effective date of any layoffs. The right to reinstatement to a previously held classification shall not terminate for demoted employees.

If a laid off employee waives reinstatement or fails to respond within ten (10) calendar days of receipt of the notice, the employee shall be removed from the reemployment list.


## 4. Layoffs

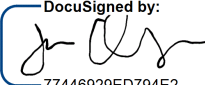
The Parties agree to create an “Attrition Ramp” from July 1, 2020 through December 31, 2020 to try and avoid the need for layoffs and achieve position eliminations through attrition. The City will delay any layoffs within the unit until December 31, 2020, at which time it will take into account any attrition before moving forward with any of the 7 proposed layoffs within the unit.

For the Association:

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 Brent White, President                      Date

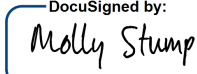
For the City:

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 Ed Shikada, City Manager                      Date

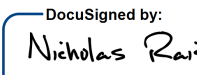
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Rumi Portillo, HR Director      Date

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Molly Stump, City Attorney      Date

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Geoffrey Blackshire, Fire Chief      Date

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Nicholas Raisch, ER Manager      Date

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Tori Anthony, SR HR Admin      Date

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Time Zone: (UTC-08:00) Pacific Time (US & Canada)	250 Hamilton Ave
	Palo Alto , CA 94301
	Nicholas.Raisch@CityofPaloAlto.org
	IP Address: 199.33.32.254


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## Signer Events

Brent White  
 Brent.White@CityofPaloAlto.org  
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## Signature


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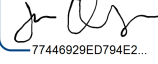
Geo Blackshire  
 Geoffrey.Blackshire@CityofPaloAlto.org  
 Fire Chief  
 Fire Services  
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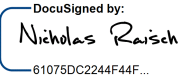

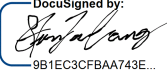
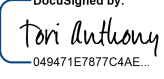
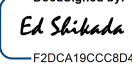
**Electronic Record and Signature Disclosure:**  
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Molly Stump  
 Molly.Stump@CityofPaloAlto.org  
 City Attorney  
 City of Palo Alto  
 Security Level: Email, Account Authentication (None)

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Signer Events	Signature	Timestamp
<p>Nicholas Raisch  nicholas.raisch@cityofpaloalto.org  Manager Employee Relations  City of Palo Alto  Security Level: Email, Account Authentication (None)</p> <p><b>Electronic Record and Signature Disclosure:</b>  Not Offered via DocuSign</p>	<p>DocuSigned by:    61075DC2244F44F...</p> <p>Signature Adoption: Pre-selected Style  Using IP Address: 199.33.32.254</p>	<p>Sent: 6/17/2020 9:21:47 PM  Viewed: 6/17/2020 9:21:57 PM  Signed: 6/17/2020 9:22:02 PM</p>
<p>Rumi Portillo  Rumi.Portillo@cityofpaloalto.org  Director Human Resources/CPO  City of Palo Alto  Security Level: Email, Account Authentication (None)</p> <p><b>Electronic Record and Signature Disclosure:</b>  Not Offered via DocuSign</p>	<p>DocuSigned by:    847A7A89F8B4469...</p> <p>Signature Adoption: Pre-selected Style  Using IP Address: 24.6.172.26</p>	<p>Sent: 6/17/2020 9:21:47 PM  Viewed: 7/8/2020 11:32:18 AM  Signed: 7/8/2020 11:32:30 AM</p>
<p>Shaohsuan Fanchiang  Shaohsuan.Fanchiang@CityofPaloAlto.org  Security Level: Email, Account Authentication (None)</p> <p><b>Electronic Record and Signature Disclosure:</b>  Not Offered via DocuSign</p>	<p>DocuSigned by:    9B1EC3CFBAA743E...</p> <p>Signature Adoption: Drawn on Device  Using IP Address: 148.64.100.208  Signed using mobile</p>	<p>Sent: 6/17/2020 9:21:47 PM  Viewed: 6/17/2020 9:27:08 PM  Signed: 6/17/2020 9:30:32 PM</p>
<p>Tori Anthony  tori.anthony@cityofpaloalto.org  City of Palo Alto  Security Level: Email, Account Authentication (None)</p> <p><b>Electronic Record and Signature Disclosure:</b>  Not Offered via DocuSign</p>	<p>DocuSigned by:    049471E7877C4AE...</p> <p>Signature Adoption: Pre-selected Style  Using IP Address: 73.71.117.45</p>	<p>Sent: 6/17/2020 9:21:48 PM  Viewed: 6/18/2020 10:11:00 AM  Signed: 6/18/2020 10:11:25 AM</p>
<p>Ed Shikada  Ed.Shikada@CityofPaloAlto.org  Ed Shikada, City Manager  City of Palo Alto  Security Level: Email, Account Authentication (None)</p> <p><b>Electronic Record and Signature Disclosure:</b>  Not Offered via DocuSign</p>	<p>DocuSigned by:    F2DCA19CCC8D4F9...</p> <p>Signature Adoption: Pre-selected Style  Using IP Address: 24.23.214.110</p>	<p>Sent: 7/8/2020 11:32:34 AM  Viewed: 7/9/2020 7:33:14 AM  Signed: 7/9/2020 7:33:58 AM</p>

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