

GARDEN GROVE CITY COUNCIL

RESOLUTION NO. 9218-14

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDEN GROVE APPROVING AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING ON SALARIES, WAGES, AND FRINGE BENEFITS FOR THE TERM 2009-2012, AS PREVIOUSLY AMENDED, BY AND BETWEEN THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 2005 AND THE CITY OF GARDEN GROVE

THE CITY COUNCIL OF THE CITY OF GARDEN GROVE DOES HEREBY RESOLVE:

1. That the Memorandum of Understanding on Salaries, Wages, and Fringe Benefits 2009-2012, as previously amended, by and between the International Association of Fire Fighters Local 2005 and the City of Garden Grove, is hereby amended as follows:

i) Article II, Section 1 ("Wages") is amended to add a new subsection (f), to read as follows:

f. Sixth Year

Effective the first full pay period after July 1, 2014, the City shall provide a 2% increase to salary ranges for Firefighter (F100), Firefighter (F105), Firefighter (F110), Firefighter (F115), Fire Engineer, and Fire Captain. This increase shall be effected by increasing the "A" step of each of the aforementioned classifications by 2%, then ensuring that each successive step ("B" through "H") are maintained as being 5% more than the prior step.

ii) Article III, Section 1 ("Fringe Benefits") is amended to add new subsections (C) and (d), to read as follows:

c. Pursuant to the Public Employees' Pension Reform Act ("PEPRA," AB 340, Laws of 2012), persons who were not members of the Public Employees' Retirement System (PERS) or another California public retirement system which has effected reciprocity with PERS as of December 31, 2012, or who were part of such a plan but have had a break in service of more than six months are considered new members under PEPRA and will be subject to the provisions contained therein notwithstanding any other provision of this Agreement.

d. Pursuant to Government Code § 20516.5, unit members defined by PEPRA as "classic members" (meaning those persons who were members of PERS or a reciprocal California public retirement system as of December 31, 2012, or were part of

such a plan within the prior six months of being employed by the City) shall commence paying a PERS member contribution of twelve percent (12%) on June 30, 2015. For the convenience of payroll processing, this may be implemented in the first full pay period following June 30, 2015, and have the same effect as if implemented on June 30, 2015. To offset this increased member contribution, the salary range for all represented classifications (applying to both "classic" and new employees) in this unit shall be increased by three percent (3%), effected in the same manner as specified above in subpart (i) of this Resolution, on June 30, 2015. For the convenience of payroll processing, this may be implemented in the first full pay period following June 30, 2015, and have the same effect as if implemented on June 30, 2015.

Adopted this 11<sup>th</sup> day of March 2014.

ATTEST:

/s/ BRUCE A. BROADWATER  
MAYOR

/s/ KATHLEEN BAILOR, CMC  
CITY CLERK

STATE OF CALIFORNIA    )  
COUNTY OF ORANGE    ) SS:  
CITY OF GARDEN GROVE )

I, KATHLEEN BAILOR, City Clerk of the City of Garden Grove, do hereby certify that the foregoing Resolution was duly adopted by the City Council of the City of Garden Grove, California, at a meeting held on the 11<sup>th</sup> day of March 2014, by the following vote:

AYES:    COUNCIL MEMBERS:   (5) BEARD, JONES, NGUYEN, PHAN, BROADWATER  
NOES:    COUNCIL MEMBERS:   (0) NONE  
ABSENT: COUNCIL MEMBERS:   (0) NONE

/s/ KATHLEEN BAILOR, CMC  
CITY CLERK