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CHULA VISTA
POST OFFICE BOX 697

FIRE FIGHTERS
CHULA VISTA, CA 91910

LOCAL 2180, I.A.F.F.

DATE: 03-12-2014

PROPOSALS:
IAFF Local 2180 submits the instant proposal for article 2.01 WAGES.

CURRENT LANGUAGE:
Side Letter February 9, 2009 – Paragraph 1
In light of the City's budget deficit, IAFF agrees to defer the 4% COLA effective January 1, 2009, and the 4% COLA effective January 1, 2010, that are provided for in the MOU between the City and IAFF. Instead, IAFF will receive wage increases as follows:

a. January 1, 2011	2.0%
b. July 1, 2011	1.5%
c. January 1, 2012	1.5%
d. July 1, 2012	1.5%
e. January 1, 2013	1.5%

Side Letter June 16, 2009 – Paragraph 1
IAFF agrees to a one percent (1%) salary reduction for its bargaining unit for two years beginning July 3, 2009. This 1% is to be reinstated effective July 1, 2011.

Side Letter January 14, 2011 – Paragraph 3
On July 1, 2012, IAFF employees shall receive a 1% salary reinstatement as provided for paragraph 1 of the June 16, 2009 Side Letter of Agreement. On July 1 2012, IAFF employees shall receive a 1% COLA. On January 1, 2013, IAFF employees shall receive a 2.5% COLA.

Side Letter January 14, 2011 – Paragraph 4
IAFF employees shall forgo the scheduled salary increases set forth in paragraph 1 of the February 9, 2009 Side Letter of Agreement, totaling eight (8) percent.

CONCERN:
IAFF Local 2180 had previously negotiated and agreed with the City for 8%, received 3.5%, and are seeking the remaining previously negotiated and agreed upon 4.5%. IAFF is concerned about the continued increase

in the cost of living in San Diego, along with remaining competitive in recruitment and retention of employees.

PROPOSAL:

I. A. Salary Adjustment
January 1, 2014 1% for Fire Engineers, Fire Prevention Engineers, & Fire Battalion Chiefs.

B. Proposed Salary Increases- Reinstatement
January 1, 2014 4.5% for all represented employees

C. Cost of Living Adjustment
July 1, 2015 2%
~~July 1, 2016 2%~~
~~July 1, 2017 2%~~

RESULTS:

A. IAFF Local 2180 accept the City's proposal of 1% salary increase for Fire Engineer. City Proposal #12; July 23, 2013. This proposal to also include Fire Prevention Engineer and Fire Battalion Chiefs.

B. IAFF employees shall forgo the scheduled salary increases set forth in paragraph 1 of the February 9, 2009 Side Letter of Agreement, totaling eight (8%) percent. Jan 2011 paragraph 4

On July 1, 2012, IAFF employees shall receive a 1% COLA. On January 1, 2013, IAFF employees shall receive a 2.5% COLA. (Totaling 3.5%)

Local 2180 assisted the City and saved the City money during the financial crisis by deferring wages. Local 2180 is looking to reinstate the salary that was negotiated and agreed to.

C. The City has a better financial outlook
Cost of living in San Diego County continues to increase
Remain competitive in recruitment and retention.