(10)

CITY OF CHULA VISTA PROPOSAL TO IAFF REGARDING "MINIMUM STAFFING" AND "CONSTANT STAFFING"

PROPOSAL #___
DATE: January 29, 2014

PROPOSALS:
On July 12, 2013, the City submitted a proposal regarding minimum and constant staff. Thereafter, IAFF submitted a counter proposal. The City rejected IAFF's proposal in its entirety. The City now submits the following counter proposal.

CURRENT LANGUAGE:
Article 4.05 of the Memorandum of Understanding provides for "minimum staffing," meaning the minimum number of personnel per type of fire apparatus. The Side Letter of Agreement dated January 14, 2011 provides for "constant staffing," meaning the minimum number of fire suppression, fire prevention, and fire training personnel required to be on duty per day.

CONCERN:
Staffing levels are a management right. The terms regarding "minimum staffing" found in Article 4.05 of the MOU and "constant staffing" found in the January 14, 2014 Memorandum of Agreement impede upon the City's right to determine staffing levels.

PROPOSAL:

The terms set forth in Article 4.05 are modified to read as follows:

1. The minimum staffing will be 3.0 on Engines, 4.0 on Trucks, and 4.0 on the USAR. There will be no cross-staffing. However, the City may cross staff the Brush Rig.

2. The Cities agrees that upon approval of the MOU between the City Council and IAFF by the City and IAFF and for the duration of the MOU, set to expire June 30, 2015, there shall be constant staffing for IAFF represented Fire Suppression employees of a minimum of 36 employees per day, consisting of a minimum of 11 Captains, 11 engineers, 14 firefighters (including those assigned paramedic duties). The above staffing shall be 1 Captain, 1 Engineer, and 1 Firefighter for engines; 1 Captain, 1 Engineer, and 2 Firefighters on trucks; and 1 Captain, 1 Engineer, and 2 firefighters on the USAR.

3. The City may reopen paragraphs 1 and/or 2 above for any reason and at anytime upon ten (10) days notice to IAFF. Thereafter, the Fire Department shall, in its sole ~~and unfettered~~ discretion, determine staffing levels.

RESULTS:
The City retains its right to determine staffing levels.