

# MEMORANDUM OF UNDERSTANDING (SIDE LETTER) BETWEEN THE CITY OF CHULA VISTA AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 2180

This attests to and records the agreement between the City of Chula Vista ("City") and the International Association of Fire Fighters, Local 2180, ("IAFF") regarding staffing funded by Measure A (passed by voters November 2018). The City and IAFF agree to the following:

The terms of this MOU are contingent upon funds being available from Measure A funding. General Fund funds will not be utilized to cover any cost associated with this MOU.

1. Staffing:
  - a. Suppression
    - i. 12 Firefighters – amending current constant minimum staffing from (8) engines at 3.0 to (4) engines at 3.0 and (4) engines at the NFPA 1710 Standard of 4.0
    - ii. Staffing for 1 Squad
      1. 2 Firefighter/Paramedics
      2. 2 Fire Captains
  - b. Public Education and Media Services (PEMS)
    - i. 1 Fire Captain assigned as a 40 hour position.
2. Squads:
  - a. Squads are Fire Suppression and 7(k) exemption applies
  - b. Average 42 hours per week
  - c. Squads are scheduled to work 12 hours per shift/day. The hours of operation will initially be scheduled from 8:00 am – 8:00 pm and will be reviewed periodically to determine if they are meeting the service needs of the public.
  - d. Staff permanently assigned to squads will receive the following:
    - i. Firefighter Paramedic B (84 hour) – 8.5% squad premium
    - ii. Captain B (84 hour) – 8.5% squad premium
3. Suppression Overtime:
  - a. When Firefighter/Paramedic A (112) works a shift as a Firefighter/Paramedic B (84 hour/squad) they will receive the FF/PM B hourly rate.
  - b. When Firefighter/Paramedic B (84 hour/squad) works a shift as a Firefighter/Paramedic A (112) they will receive the FF/PM A hourly rate.
  - c. The methodology applied in 3(a) and 3(b) above shall apply to all suppression ranks.
4. At the end of each fiscal year, the budget will be reviewed for a "true up" of costs of this MOU for both Measure A and General Fund funds. This MOU shall not result in any additional costs to the General Fund nor shall this MOU exceed the budget of appropriated Measure A funds to the Fire Department. Should either happen this MOU shall be reopened and future positions and/or vacancies will not be filled.
5. Staff will be required to take any increased costs associated with this MOU to the COC to review for consistency and City Council for adoption in open session to amend the budget. Should these amendments not be approved by the City Council, staffing may be modified at the discretion of the department and the MOU will be reopened.
6. The term of this MOU shall begin on the date of adoption via resolution by City Council in open session through December 31, 2019 and shall not set precedent for future negotiations.

(Signature Page to follow.)

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OF CHULA VISTA AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS,  
LOCAL 2180

FOR THE CITY OF CHULA VISTA:

*Courtney Chase* 1/25/19  
Courtney Chase  
Director of Human Resources

FOR LOCAL 2180, IAFF:

*Darrell Roberts* 1/25/19  
Darrell Roberts  
President