

January 25, 2022

Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue
Bakersfield, CA 93301

PROPOSED MEMORANDUM OF UNDERSTANDING WITH KERN COUNTY FIRE FIGHTERS UNION, IAFF LOCAL 1301 FOR WAGES, HOURS, AND TERMS AND CONDITIONS OF EMPLOYMENT THROUGH DECEMBER 31, 2022
Fiscal Impact: Estimated \$10.2 million; Not Budgeted; Discretionary

Kern County's 2021-2026 Strategic Plan includes the key objective "*Be a Model of Excellence in Managing our Business and Workforce.*" Included under that objective are the goals of attracting, developing, and retaining top talent across all business areas of the County. The plan identifies the need to ensure competitive compensation practices and to reform our countywide compensation system to enable regular cost of living adjustments (COLAs). The proposed Memorandum of Understanding (MOU) with the Kern County Fire Fighters Union, IAFF Local 1301(KCFFU) takes a significant step toward achieving these objectives for the employees they represent.

The current MOU with KCFFU expired on September 30, 2017. The parties began successor MOU negotiations and reached impasse in 2019. Following the impasse, your Board adopted a resolution on June 30, 2020, implementing the County's last, best, and final offer. The resolution included changes to the overtime provisions of the MOU and remains in effect until this successor MOU is adopted by your Board. The parties began negotiating again in the Fall of 2021 and reached a tentative agreement on December 15, 2021. KCFFU conducted a successful ratification vote of the tentative agreement, and the parties jointly propose the attached successor MOU for Board of Supervisors approval.

The key substantive changes provided in this proposed MOU are:

- Contract term through December 31, 2022
- A 3% equity adjustment effective January 29, 2022
- A new 10-Base Cost of Living Adjustment (COLA) step salary schedule with 2% incremental growth between each COLA step to be effective January 29, 2022
- The elimination of the Fitness Pay Incentive Program and incorporation of the 4% incentive into base salary effective January 29, 2022
- A 2.5% additional COLA effective July 2, 2022
- An increase in the uniform allowance from \$900 to \$1,300 annually
- Implementation of a 14-day FLSA work period for determining overtime hours worked maximum
- Exclusion of paid leave time from being considered hours worked
- Addition of Veterans Day for Administrative assigned staff and 24 hours of alternative time off in 2021 and 2022.

GROUND  BOUNDLESS

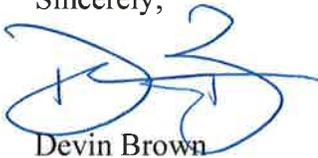
The jointly proposed MOU exemplifies a necessary restructure of our compensation structure affording all employees more regular wage growth throughout the tenure of their employment with the County. The restructured salary schedule increases the entry-level salary for all represented positions by 10% to better position our Fire Department with recruiting new fire fighters to fill vacant and vital positions. It also provides regular and sustainable base wage growth of 2% each year for a total of nine years. This structure also affords the County the ability to offer additional COLAs at a more regular intervals to ensure that we are keeping pace with the labor market and the rising cost of living, starting on July 2022 with a 2.5% COLA.

The proposed MOU also continues your Board's approach to reducing overtime costs by implementing a 14-day FLSA work period and excluding paid leave time from being considered hours worked for determining overtime compensation.

The fiscal impact of the proposed MOU is estimated at \$10.2 million. County Counsel has approved the proposed Memorandum of Understanding as to form.

Therefore, IT IS RECOMMENDED that your Board approve the proposed Memorandum of Understanding with the Kern County Fire Fighters Union, IAFF Local 1301 for wages, hours, and terms and conditions of employment through December 31, 2022, and direct the Human Resources Division to implement the changes.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Devin Brown', with a large, stylized flourish extending to the right.

Devin Brown
Chief Human Resources Officer

Attachment

cc: Aaron Duncan, Fire Chief and Director of Emergency Services
David Nelson, President of KCCFFU