

MEMORANDUM
OF
UNDERSTANDING
BETWEEN
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 55A
AND
THE ALAMEDA COUNTY FIRE DEPARTMENT



January 1, 2008 through June 30, 2011

Extension to June 30, 2015

**EXTENSION AGREEMENT BETWEEN
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL #55 A
And
THE ALAMEDA COUNTY FIRE DEPARTMENT**

June 15, 2010

The International Association of Firefighters, Local 55 A (Union) and the Alameda County Fire Department (ALCO) have agreed to extend the Memoranda of Understanding (MOU) scheduled to expire on June 30, 2011. The current terms and conditions in effect will be extended except as provided below:

1. **Wages:** There shall be no increase in wages from January 1, 2010 through December 31, 2012
 - a. **Effective January 1, 2013:** Salaries for classifications covered by each MOU will be adjusted in accordance with the salary survey provisions of the Procedure for Dispute Resolution, measured from January 1, 2010 through January 2013, at 50% of the survey results. The County shall apply the dollar value of the remaining 50% of the survey results towards either the cost of health care or GASB funding of retiree health care, at the sole and exclusive discretion of the Fire Chief.
 - b. **Effective January 1, 2014:** Salaries for classifications covered by each MOU will be adjusted in accordance with the salary survey provisions of the Procedure for Dispute Resolution, at 50% of the survey results. The County shall apply the dollar value of the remaining 50% of the survey results towards either the cost of health care or GASB funding of retiree health care, at the sole and exclusive discretion of the Fire Chief.
 - c. **Effective January 1, 2015:** Salaries for classifications covered by each MOU will be adjusted in accordance with the salary survey provisions of the Procedure for Dispute Resolution.
2. **401a Contribution:** The County's contribution to the Section 401(a) deferred compensation plan shall be suspended effective July 1, 2010 through June 30, 2013 and recommence beginning July 1, 2013 through June 30, 2015.
3. **Cafeteria Plan:** Effective January 1, 2013, the County shall commence contributing to a cafeteria plan for each employee in the amount of \$300.00 for the year January 1, 2013 through December 31, 2013. This amount shall be increased to \$600.00 for calendar year January 1, 2014 through December 31, 2014 and \$600.00 for calendar year January 1, 2015 through December 31, 2015.

4. **Pension Contributions:** The County pension contribution rate is estimated to be 21.181% effective July 1, 2011. Effective July 1, 2012 until June 30, 2015, employees shall share equally the cost of increases to the employer's pension contribution rate when the retirement contribution increase exceeds 26.181% or 5% above the County's contribution rate on July 1, 2011. This increase in employee retirement contribution shall be made on a pre-tax basis, as the current contributions are currently being made. In the event that the County's contribution rate is reduced effective July 1, 2013 through the term of the MOU, employees will receive 75% and the County 25% of the amount the employer PERS rate is reduced.
5. All other terms of the January 1, 2008 through June 30, 2011 MOU between the Union and ALCO shall remain the same.
6. The new term of the agreement shall be January 1, 2008 through June 30, 2015.
7. This Extension Agreement shall become effective upon ratification by the membership of the Union and adoption by the Board of Supervisors of Alameda County.

Alameda County

Cynthia Bayon

Dated: 6/17/10

Shelton D. Gullet

Dated: 8/6/10

Shelton D. Gullet

Dated: 8/6/10

David

Dated: 8/6/10

David

Dated: 8-6-10

International Association of
Fire Fighters, Local 55 A

[Signature]

Dated: 6/2/10

[Signature]

Dated: 6/17/10

[Signature]

Dated: 6-12-10

[Signature]

Dated: 6/19/10

[Signature]

Dated: 6/19/10

ALAMEDA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

The following was action taken by the Board of Supervisors on June 29, 2010

Approved as Recommended Other

Unanimous Carson Haggerty Miley Steele Lai-Bitker - 5

Vote Key: N=No; A=Abstain; X=Excused

Documents accompanying this matter:

Resolution(s) _____

Ordinance(s) _____

Contract(s): _____

File No. 26348

Item No. 59

Copies sent to:

Sue Eagleton

Special Notes:



I certify that the foregoing is a correct copy of a Minute Order adopted by the Board of Supervisors, Alameda County, State of California.

ATTEST:

Crystal Hishida Graff, Clerk of the Board
Board of Supervisors

By: R. Bailey
Deputy