

**CITY OF ALBANY  
CITY COUNCIL AGENDA  
STAFF REPORT**

Agenda Date: May 20, 2024  
Reviewed by: NA

**SUBJECT:** Memorandum of Understanding (MOU) between the City of Albany and Albany Fire Fighters' Association (AFFA), I.A.F.F. Local 5130

**REPORT BY:** Nicole Almaguer, City Manager  
Penny Ha, Human Resources Director

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**SUMMARY**

The City of Albany and Albany Fire Fighters' Association, International Association of Firefighters, Local 5130 (AFFA) have negotiated a new Memorandum of Understanding (MOU) to be in effect following the expiration of the previous contract.

**STAFF RECOMMENDATION**

That the Council adopt Resolution No. 2024-32, approving the MOU between the City of Albany and AFFA.

**BACKGROUND/DISCUSSION**

The MOU is a collective bargaining agreement between the City of Albany and AFFA that specifies the terms of compensation, benefits, work hours, and other employment conditions affecting AFFA members. Through the diligence of the meet and confer process, the City and AFFA signed a tentative agreement concerning all matters contained in the proposed MOU.

The City of Albany and representatives of AFFA have met and conferred in good faith and have reached agreement on a new four-year term MOU for the period January 1, 2024 through December 31, 2027. In summary, the following changes have been incorporated into the new MOU:

- Base salary increase of four percent (4.0%), effective the first full pay period following January 1, 2024 and two percent (2.0%), effective the first full pay period following October 1, 2024.
- Base salary increase of three percent (3.0%), effective the first full pay period following January 1, 2025.
- Base salary increase of four percent (4.0%), effective the first full pay period following January 1, 2026 and two percent (2.0%), effective the first full pay period following July 1, 2026.

- Base salary increase of three percent (3.0%), effective the first full pay period following January 1, 2027.
- Modify existing eligibility rules for Longevity Pay and define new levels as follows:
  - Effective first pay period following January 1, 2024:
    - 9 years of service – 2.5% of base salary
    - 14 years of service – 5.0% of base salary
    - 19 years of service – 7.5% of base salary
    - 24+ years of service - 10% of base salary
- Increase sick leave accrual from 5.42 hours to 6.92 hours each pay period at the straight time pay rate, effective the full pay period following City Council approval.
- Add five thousand five hundred dollars (\$5,500) into a fund to provide reimbursement for employee's education expenses at the beginning of each fiscal year.
- Modify existing employee contributions for Retiree Health Savings Plan (RHS).
- Various other non-economic language changes to ensure compliance with Federal and State law, current and best practice, and to simplify and/or clarify existing provisions.

## **SUSTAINABILITY CONSIDERATIONS**

None.

## **FINANCIAL CONSIDERATIONS**

While most of the increased costs were accounted for during the preparation of the Biennial FY2023-24 and FY2024-25 Operating Budget, appropriation of additional funding will be required to accommodate the changes to the MOU, and will be incorporated into upcoming budget processes.

### **Attachments:**

1. Resolution No. 2024-32
2. Proposed AFFA MOU (redlined)
3. Exhibit A to Resolution – Final AFFA MOU, January 1, 2024 – December 31, 2027
4. Updated Salary Schedule