



CITY COUNCIL STAFF REPORT

ITEM NO. 5.14

DATE: July 28, 2025

TO: Honorable Mayor and City Council

FROM: Tina Olson, Administrative Services Director

SUBJECT: Resolution approving the Memorandum of Understanding (MOU) between the Livermore-Pleasanton Fire Department Joint Powers Authority and the International Association of Firefighters, Local 1974 and appropriating funds for FY 2025-26 and 2026-27 to cover the increased salary and benefit expenses for both the International Association of Firefighters, Local 1974 (IAFF) and International Association of Firefighters, Local 1974 Battalion Chief's Unit (IAFF BC) MOUs.

RECOMMENDED ACTION

Staff recommends that the City Council adopt a resolution authorizing the execution of the Memorandum of Understanding (MOU) between the Livermore-Pleasanton Fire Department Joint Powers Authority and the International Association of Firefighters, Local 1974 for the period of July 1, 2025, through June 30, 2029, and appropriating funds for FY 2025-26 and 2026-27 to cover the increased salary and benefit expenses for both the International Association of Firefighters, Local 1974 (IAFF) and International Association of Firefighters, Local 1974 Battalion Chief's Unit (IAFF BC) MOUs.

SUMMARY

The Memorandum of Understanding (MOU) between the Livermore-Pleasanton Fire Department Joint Powers Authority and the International Association of Firefighters, Local 1974 (IAFF) expired on June 30, 2025.

On May 1, 2025, representatives from the cities of Livermore, Pleasanton, and IAFF began the meet and confer process regarding terms and conditions of employment to endeavor to reach agreement for a successor MOU. The parties met five (5) times on the terms to be contained in the successor MOU.

As a result of the meetings between the parties, a tentative agreement between the parties was reached, subject to Council approval, on the terms and conditions of employment set forth in Attachment 1 - IAFF Redlined Memorandum of Understanding.

DISCUSSION

The following is a summary of the proposed substantive changes to the previous MOU that expired on June 30, 2025.

Term: July 1, 2025 - June 30, 2029 (4 years)

General Wage Increases:

- Effective July 5, 2025 - 3%
- Effective July 4, 2026 - 3%
- Effective July 3, 2027 - 3%
- Effective July 1, 2028 - 3.75%

Longevity Pay

- Effective July 5, 2025, employees shall be eligible for 1% longevity pay beginning the first full pay period following the completion of eight (8) years of service with the Livermore-Pleasanton Fire Department (LPFD).
- Effective July 3, 2027, employees shall be eligible for 2% longevity pay beginning the first full pay period following the completion of eight (8) years of service with the LPFD and 2.5% longevity pay beginning the first full pay period following the completion of twelve (12) years of service with the LPFD.
- Effective July 1, 2028, employees shall be eligible for 2% longevity pay beginning the first full pay period following the completion of eight (8) years of service with the LPFD and 4% longevity pay beginning the first full pay period following the completion of twelve (12) years of service with the LPFD.

The pay is not cumulative. Employees receive the level of compensation that corresponds to their total length of service with the LPFD.

Education Incentive

- Effective July 4, 2026, increase educational incentive pay as follows:
 - Sixty (60) or more accredited college semester units - at least twenty-four (24) units in fire science - from \$50/month to 2.5% of base pay
 - AA/AS Degree in Fire Science - from \$100/month to 2.5% of base pay
 - BA/BS Degree - from \$150/month to 2.5% of base pay
 - Masters/PhD - from \$175/month to 2.5% of base pay
- Effective July 1, 2028, increase educational incentive pay as follows:
 - BA/BS - from 2.5% of base pay to 5% of base pay
 - Masters/PhD - from 2.5% of base pay to 5% of base pay

The pay is not cumulative. Employees receive the level of compensation that corresponds to their highest level of educational achievement.

Paramedic of Rank

- Effective July 1, 2028, increase Paramedic of Rank from 3.55% of base pay for Engineers, and 3.2% of base pay for Captains to 4.5% of base pay for both Engineers and Captains.

Temporary Assignment

- Fire suppression employees may serve in special assignments on a voluntary basis at the Fire Chief's discretion. Suppression personnel assigned to a 40-hour temporary assignment position of

any rank shall be compensated 12.5% above their base pay.

FISCAL AND ADMINISTRTAIVE IMPACTS

The financial impact to the LPFD budget as a result of implementing both IAFF MOUs is approximately \$8.6 million through June 2029. The cost is shared between the cities of Livermore and Pleasanton. Livermore's share is approximately \$4.3 million over the four-year term. The increased costs associated with the MOU for FYs 2025-26 and 2026-27 are shown in the table below. LPFD's FY 2025-26 and 2026-27 budget did not include revenues associated with withdrawals from LPFD's Other Post Employment Benefits (OPEB) fund to help cover retiree medical expenses as recommended by LPFD's actuary. Thus, staff proposes to appropriate those OPEB revenues along with the City's increased General Fund contribution to LPFD of \$223,189 in FY 2025-26 and \$568,752 in FY 2026-27 to fund the City's portion of LPFD's increased salary and benefit costs associated with the proposed MOU.

	Unit	FY 25-26	FY 26-27
IAFF - BCs		\$20,605	\$76,408
IAFF		732,773	1,590,096
	Total	\$753,378	\$1,666,504
	OPEB Withdrawal	\$307,000	\$529,000
	Net - Cities Contributions	\$446,378	\$1,134,504
	Per City	\$223,189	\$568,752

All subsequent fiscal impacts for the City's share of the cost for the salaries and benefits in the MOU will be incorporated in the future operating budgets.

COMMUNITY PILLAR

5: A City That Works

GOAL

8: Attract, develop, engage, and retain a diverse and highly skilled workforce across the organization

ATTACHMENTS

1. IAFF Memorandum of Understanding - Redlined
2. Resolution
3. Exhibit A - IAFF MOU 2025 - 2029

Prepared by: Kristen Hilton
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Approved by:



Marianna A. Burch
City Manager

Fiscal Review by:



Tina Olson
Administrative Services Director