



## **CITY COUNCIL STAFF REPORT**

**ITEM NO. 5.13**

**DATE:** July 28, 2025

**TO:** Honorable Mayor and City Council

**FROM:** Tina Olson, Administrative Services Director

**SUBJECT:** Resolution approving the Memorandum of Understanding between the Livermore-Pleasanton Fire Department Joint Powers Authority and the International Association of Firefighters, Local 1974 Battalion Chief's Unit

### **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 Battalion Chief's Unit for the period of July 1, 2025, through June 30, 2028.

### **SUMMARY**

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

On April 29, 2025, representatives from the cities of Livermore, Pleasanton and IAFF-BC began the meet and confer process regarding terms and conditions of employment to endeavor to reach agreement on 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 was reached, subject to Council approval, on the terms and conditions of employment set forth in Attachment 1 - IAFF BC 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, through June 30, 2028 (3 years)

**General Wage Increases:**

- Effective July 5, 2025 - 0%
- Effective July 4, 2026 - 3%
- Effective July 3, 2027 - 3%

**Administrative Leave**

- Effective January 1, 2026, administrative leave will be reduced from 80 hours to 40 hours per calendar year. Effective January 1, 2027, employees will no longer be eligible to receive administrative leave.

**Shift Management Pay**

- Effective July 3, 2027, shift management pay will increase from 7.5% to 8% for employees assigned to a 56-hour shift schedule.

**Battalion Chief Coverage Stipend**

- Effective July 5, 2025, the Battalion Chief Coverage Stipend will increase from \$86/per hour to \$89/hour.
- Effective July 4, 2026, the Battalion Chief Coverage Stipend will increase from \$89/per hour to \$92/hour.
- Effective July 3, 2027, the Battalion Chief Coverage Stipend will increase from \$92/per hour to \$95/hour.

**Out Of Class Work**

- The parties agreed that Battalion Chiefs can fill vacancies in the rank of Fire Captain to assist in preventing mandatory shift fill, provided there are no vacant Battalion Chief positions.

**Uniforms**

- Effective July 5, 2025, uniform allowance will increase from \$1000 to \$1200. The Department shall replace Class B shirts on a one-for-one basis.

**Retiree Health Savings**

- Contributions to retiree health savings will increase from \$75/month to \$150/month.

**FISCAL AND ADMINISTRATIVE IMPACTS**

The financial impact to the LPFD budget as a result of implementing both the IAFF and IAFF BC 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. 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 MOUs. The increased costs associated with the MOUs for FYs 2025-26 and 2026-27 and recommended appropriations are discussed in the IAFF staff report.

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 BC Memorandum of Understanding - Redlined
2. Resolution
3. Exhibit A - IAFF BC MOU 2025 - 2028

Prepared by: Kristen Hilton  
Human Resource Manager

Approved by:



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Marianna A. Burch  
City Manager

Fiscal Review by:



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Tina Olson  
Administrative Services Director