LIVERMORE
CALIFORNIA

CITY COUNCIL STAFF REPORT **ITEM NO. 6.24**

DATE: September 14, 2026

TO: Honorable Mayor and City Council

FROM: Kristen Hilton, Acting Administrative Services Director

SUBJECT: Resolution approving a side letter agreement between the Livermore-Pleasanton Fire Department Joint Powers Authority and the International Association of Firefighters, Local 1974 amending Section 5 (Salaries) and Section 31 (Hazardous Material Response Team) of the Memorandum of Understanding with a term ending June 30, 2029.

RECOMMENDED ACTION

Staff recommends the City Council adopt a resolution approving a side letter agreement between the Livermore-Pleasanton Fire Department Joint Powers Authority and the International Association of Firefighters, Local 1974 amending Section 5 (Salaries) and Section 31 (Hazardous Material Response Team) of the Memorandum of Understanding with a term ending June 30, 2029.

SUMMARY

The proposed side letter between Livermore-Pleasanton Fire Department Joint Powers Authority (JPA) and the International Association of Fire Fighters, Local 1974, AFL-CIO-CLC (IAFF Local 1974), amends Section 5 (Salaries) and Section 31 (Hazardous Material Response Team) of the Memorandum of Understanding (MOU) to address the Hazardous Materials Response Team staffing and assignments, compensation, and the process for withdrawing from the team.

DISCUSSION

IAFF Local 1974 represents employees assigned to the Livermore-Pleasanton Fire Department (LPFD) JPA. The JPA and IAFF Local 1974 are parties to a MOU establishing wages, hours, and other terms and conditions of employment. During negotiations in 2025, the parties identified opportunities to address staffing within the Hazmat program, established a joint working group to explore potential long-term solutions, and agreed to a temporary staffing provision that expired on June 30, 2026. Prior to the expiration of that provision, the parties met and conferred in good faith in accordance with the Meyers-Milias-Brown Act regarding proposed changes to the Hazardous Materials Response Team.

The proposed side letter updates the MOU's hazardous materials provisions to help the Department maintain adequate staffing for hazardous materials response above the first-responder level. It maintains

the Hazardous Materials Response Team "Company" at the designated Hazmat station and establishes a process for Hazmat Certified Qualified (HMCQ) members to support staffing needs, including assignment to the designated station when needed in accordance with Department procedures.

The side letter does not change the existing incentive pay for employees assigned to the Hazardous Materials Response Team. It establishes certification pay for HMCQ members in recognition of the additional training, qualifications, and assignment flexibility required. Effective July 1, 2026, HMCQ members will receive 1.5% certification pay, increasing to 2% on July 1, 2027, and 2.5% on July 1, 2028.

The side letter also addresses program participation and annual training requirements, provides Department support for approved Hazmat technician-specialist training, and establishes a process for requesting withdrawal from the program. These changes are intended to encourage employees to obtain and maintain Hazmat qualifications while providing the Department with greater flexibility to meet daily staffing and emergency response needs.

FISCAL AND ADMINISTRATIVE IMPACTS

Assuming maximum participation by HMCQ members, the maximum fiscal impact to the JPA is estimated at $144,376 in FY 2026-27, $196,690 in FY 2027-28, and $252,607 in FY 2028-29. The City's 50% share is estimated at $72,188 in FY 2026-27, $98,345 in FY 2027-28, and $126,304 in FY 2028-29. The FY 2026-27 cost can be accommodated within the current budget, and the anticipated costs for subsequent years will be included in budgets for those fiscal years.

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. Resolution
2. Exhibit A - Side Letter Agreement.pdf

Prepared by: Kristen Hilton
Acting Administrative Services Director

Approved by:

Marianna A. Burch
City Manager

Fiscal Review by:

Kristen Hilton
Acting Administrative Services Director