

CITY OF SANTA CLARA – UNCLASSIFIED FIRE MANAGEMENT (UNIT 9B)
2022 Negotiations
TENTATIVE AGREEMENT**

TERM

- January 1, 2023 – December 31, 2025 (3 years)

WAGES

- 2023: 4.0% general wage increase effective calendar year 2023. Effective December 25, 2022 (the first pay period of calendar year 2023), all salary ranges for employees holding positions in classifications assigned to Unit 9B shall be increased by approximately 4.0%.
- 2024: 4.0% general wage increase effective calendar year 2024. Effective the first pay period of calendar year 2024, all salary ranges for employees holding positions in classifications assigned to Unit 9B shall be increased by approximately 4.0%.
- 2025: 2.5% general wage increase effective calendar year 2025. Effective the first pay period of calendar year 2025, all salary ranges for employees holding positions in classifications assigned to Unit 9B shall be increased by approximately 2.5%.
- Language to follow.

LUMP SUM

- \$5,000 lump sum payment after ratification by Unit 9B membership and approval by City Council. (Language to follow)

DEFERRED COMPENSATION

- Effective the first pay period of calendar year 2023, the City will contribute \$230/month per employee to the employee's deferred compensation account. (Language to follow)

HEALTHCARE

- Effective January 1, 2023, the City will pay 100% of the Kaiser (Region 1) premium for employees enrolled in the Employee Only and Employee Plus One levels, and 90% of the Kaiser (Region 1) premium for employees enrolled in the Employee Plus Two or More level. Employees hired on or after January 1, 2023, shall be eligible for cash-in-lieu of \$250/month. (Language to follow)

EDUCATIONAL INCENTIVE

- Effective December 25, 2022 (the first pay period of calendar year 2023), employees shall be eligible to receive 5% of base pay for Step 5 Firefighter II for a Bachelor's degree and 400 hours of State Fire Training Classes where an employee is in a classification where a Bachelor's degree is not a minimum requirement, or for a Master's degree and 400 hours of State Fire Training Classes where an employee is in a classification where a Bachelor's degree is a minimum requirement. (Language to follow)

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BATTALION CHIEF OPEN SHIFTS

- Increase hourly rate by 5% to \$84/hour. Update/clarify language, including but not limited to addressing process for long term absences. (Language to follow)

PSYCHOLOGICAL COUNSELING PROGRAM

- Update language to reflect that employees in Unit 9B receive the same psychological counseling program as the Santa Clara Firefighters, International Association of Firefighters, Local 1171 (Unit 1). (Language to follow)

HOUSEKEEPING

- TBD

**** THIS AGREEMENT IS CONSIDERED TENTATIVE AND SHALL NOT BE CONSIDERED FINAL OR BINDING UNTIL RATIFIED BY UNIT 9B MEMBERS AND APPROVED BY CITY COUNCIL. THIS DOCUMENT SETS FORTH THE FULL AGREEMENTS OF THE PARTIES REACHED DURING THESE NEGOTIATIONS. ANYTHING NOT INCLUDED IN THE DOCUMENT IS NOT PART OF THE TENTATIVE AGREEMENT.**

FOR THE CITY:

 10/11/22

Aracely Azevedo Date
Director of Human Resources

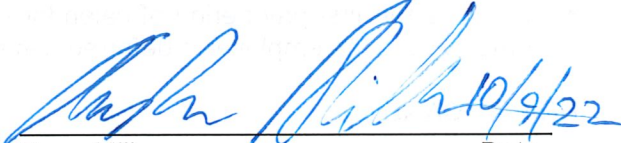
 10/11/22

Marco Mercado Date
Assistant Director of Human Resources

 10/11/22

Julie Minot Date
Management Analyst, Human Resources

FOR THE UNION:

 10/9/22

Drew Miller Date
Battalion Chief, Unit 9B

 10-9-22

Matt Queen Date
Battalion Chief, Unit 9B