
MENLO PARK FIRE PROTECTION DISTRICT

STAFF REPORT

To: Board of Directors
From: Administrative Services

Meeting Date: February 16, 2010
Prepared by: Maribeth Linhart
Approved by: Tim Campbell

Item: CONSIDER AND APPROVE A RESOLUTION APPROVING AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING WITH THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES EFFECTIVE JULY 1, 2008 THROUGH JULY 8, 2011

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STAFF RECOMMENDATION

1. That the Board of Directors consider and approve the Resolution adopting an amendment to Section 12.3.2 of the Memorandum of Understanding with the American Federation of State, County and Municipal Employees (AFSCME).

BACKGROUND

In May 2008, the American Federation of State, County and Municipal Employees, Local 829 (“AFSCME”) was certified as the exclusive representative for a bargaining unit consisting of the following employee classifications: Administrative Assistant (vacant), Administrative Specialist (vacant), US&R Grants Specialist, Emergency Services Specialist, Mechanic, Fire Prevention Coordinator, Emergency Services Coordinator and Fleet Supervisor. Negotiations with the newly certified employee group began in September, 2008 and concluded in June, 2009. In September 2009, District and AFSCME representatives met to discuss an increase in the California State Firefighters Association (CSFA) long term disability premium from \$12 to \$21.25 per month, which was different from what was agreed upon during negotiations in 2009. The intention of Section 12.11 Long Term Disability of the Memorandum of Understanding (“MOU”) was for all AFSCME employees to enroll in mandatory Long Term Disability insurance, and the District would increase those employees’ flexible benefit allowance by \$12 per month. The California State Firefighters Association shortly thereafter raised the long term disability premium after years at the same rate, from \$12 per month to \$21.25 per month. AFSCME requested the District open the MOU and increase the Flexible Benefit contribution to \$21.25 per month, making the total flexible benefit allowance \$1,121.25 per month rather than \$1,112 per month.

DISCUSSION

In December 2009 the Board of Directors was informed of the AFSCME request to open the current Memorandum of Understanding Section 12.3.2 Flexible Benefit Allowance to increase this benefit to \$21.25 per month. The District Board of Directors agreed to open this MOU section and agreed to increase the Flexible Benefit Allowance from \$1,112 per month to \$1,121.25 per month. Attached is the Tentative Agreement signed by District and AFSCME representatives to amend Section 12.3.2 Flexible Benefit Allowance of the AFSCME Memorandum of Understanding.

The resolution approving this amendment is attached for Board of Director approval, following the completion of the fifteen day public review period required under District Resolution No. 1255-2008. This report was made available for public review at www.menlofire.org.

FISCAL IMPACT

There is a slight increase to the District of \$558 annually for the mandatory funding and participation in a long term disability plan. This agreement is fully funded in the adopted 2009-2010 budget.

Attachment: A. Board Resolution
B. Tentative Agreement - AFSCME MOU Section 12.3.2 Flexible Benefit Allowance