



Scenic Pacifica
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CITY OF PACIFICA

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PRESS RELEASE

July 26, 2019

City of Pacifica's contract negotiations with the Pacifica Fire Fighters Association, IAFF 2400

Pacifica, CA – July 26, 2019 – This press release provides an update on the latest developments in the City of Pacifica's labor contract negotiations with the Pacifica Fire Fighters Association, IAFF 2400 (PFFA).

The City began negotiations with the PFFA in fall of 2018 and meetings continued until May 2019. No settlement was reached. During the 2018-2019 fiscal year, the City reached agreements with the City's other eight bargaining units of City employees for a 6% salary increase over three years. The City made the same offer of a 2% raise per year for three years to PFFA. To ensure that our firefighter salaries remain competitive with the surrounding cities of similar size, the City offered PFFA an additional 2% salary increase as an "equity adjustment."

PFFA rejected the City's offer and proposed salary increases of 4% per year for 3 years. The City cannot afford the PFFA-proposed 12% salary increase. Each 1% salary increase for City firefighters costs the City an additional \$32,000 per year.

The City and PFFA also have not reached agreement on other compensation-related issues such as the City's contribution to employees' health insurance premiums.

Because the City and the PFFA are at an impasse, the PFFA requested to implement the provisions of Pacifica Measure F. Measure F, approved by Pacifica's voters in 1988, includes a formula that ties the wages and benefits of City firefighters to the wages and benefits paid to firefighters in Daly City, Redwood City, San Bruno, San Mateo, and South San Francisco.

These other Peninsula cities have larger populations, greater infrastructure intensity, and greater financial resources than Pacifica.

Both PFFA and the City agree that the 1988 Measure F formula would initially mandate salary increases of approximately 20% for Pacifica firefighters. Subsequent annual increases would be dictated by the labor contract increases in the five cities identified above. The Measure F wage formula would cost the City at least \$400,000 in initial salary increases and unknown costs for other benefit increases.

Although Pacifica voters approved Measure F in 1988, the Measure's wage and benefit formula has never been implemented because the City and PFFA reached negotiated agreements during the subsequent labor contract negotiations.

The City believes that Measure F is invalid and unenforceable under applicable law. The PFFA believes that Measure F is still valid and has indicated that it intends to sue the City regarding Measure F. The City as of yet has not been served with any lawsuit from PFFA.

City Manager Kevin Woodhouse emphasized, "We value our firefighters and the valuable services that they provide the citizens of Pacifica. However, the City opposes the implementation of Measure F, which it believes is invalid under state law, and hopes that the PFFA will return to the bargaining table to allow us to reach an accord that is mutually beneficial, consistent with settlements with other City bargaining units, and is affordable within the City's current funding constraints."

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