

Brawley Firefighters Association and the City of Brawley Tentative Agreement

06/15/2023

The Brawley Firefighters Association (BFFA) and the City of Brawley (City) have agreed to the following terms to amend the current Memorandum of Understanding (MOU):

1. Extension of the current MOU through June 30, 2026.
2. City of Brawley will provide for the following Cost of Living Increases via a Salary Schedule Adjustment:

<u>EFFECTIVE DATE</u>	<u>AMOUNT</u>
July 1, 2023	6.00%
July 1, 2024	4.00%
July 1, 2025	2.00%

3. Article 12.1 shall be modified to read:

Authorized overtime shall be compensated in accordance with the provisions of the Fair Labor Standards Act (FLSA). Every employee entitled to receive time and one-half pay may elect to have *the straight time hours* logged as "comp time". The premium hours (half of the total worked), shall be paid in the pay period earned.

The total maximum number of hours to be banked shall not exceed 150 hours in a fiscal year. Grant funded activities are not eligible for Comp. Time.

4. Article 12.6 shall be modified to read:

Only forty-eight (48) hours of comp time may be "cashed out" at one time (per month).

5. There will be a new Article 12.7 added to the MOU which shall read:

Any comp time hours remaining in an employee's Comp Time Bank as of June 30th of each fiscal year will be "cashed out" and paid to the employee.

6. There will be a new Article 12.8 added to the MOU which shall read:

For those employees hired on or before June 30, 2023, any comp time hours in the employee's Comp Time Bank as of June 30, 2023 will be carried over to the next fiscal year and placed in a Comp Time Carry-over Bank. This Comp Time Carry-over Bank will be a separate bank from the Comp Time Bank described above. Employees may use any hours in the Comp Time Carry-over Bank to take time off in the same manner as described above. Employees may also cash out up to 48 hours from this bank per month. Employees may not add additional time to their Comp Time Carry-over Bank. Once all the hours are either used or cashed out of the Comp Time Carry-over Bank, this bank of time will be closed.

For the City:



Tyler Salcido, City Manager

For the BFFA:



Martin Melendez, President

Brawley Firefighters Association Salary Schedule

Effective July 1, 2023

6% Salary Adj

		Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	Monthly	4,235.45	4,447.23	4,669.59	4,903.06	5,148.22
	Annual	50,825.40	53,366.76	56,035.08	58,836.72	61,778.64
	Hourly	17.45	18.33	19.24	20.20	21.22
Captain	Monthly	5,405.63	5,675.91	5,959.71	6,257.70	6,570.57
	Annual	64,867.56	68,110.92	71,516.52	75,092.40	78,846.84
	Hourly	22.28	23.39	24.56	25.79	27.08

Effective July 1, 2024

4% Salary Adj

		Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	Monthly	4,404.87	4,625.12	4,856.37	5,099.18	5,354.15
	Annual	52,858.44	55,501.44	58,276.44	61,190.16	64,249.80
	Hourly	18.15	19.06	20.01	21.01	22.06
Captain	Monthly	5,621.86	5,902.95	6,198.10	6,508.01	6,833.39
	Annual	67,462.32	70,835.40	74,377.20	78,096.12	82,000.68
	Hourly	23.17	24.33	25.54	26.82	28.16

Effective July 1, 2025

2% Salary Adj

		Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	Monthly	4,492.97	4,717.62	4,953.50	5,201.16	5,461.23
	Annual	53,915.64	56,611.44	59,442.00	62,413.92	65,534.76
	Hourly	18.51	19.44	20.41	21.43	22.51
Captain	Monthly	5,734.30	6,021.01	6,322.06	6,638.17	6,970.06
	Annual	68,811.60	72,252.12	75,864.72	79,658.04	83,640.72
	Hourly	23.63	24.81	26.05	27.36	28.72