



Agenda Report

Fullerton City Council

MEETING DATE: JUNE 6, 2023

TO: CITY COUNCIL / SUCCESSOR AGENCY

SUBMITTED BY: ERIC LEVITT, CITY MANAGER

PREPARED BY: EDDIE MANFRO, DIRECTOR OF HUMAN RESOURCES

SUBJECT: TENTATIVE AGREEMENT BETWEEN THE CITY OF FULLERTON AND THE FULLERTON FIRE MANAGEMENT ASSOCIATION AND CLASSIFICATION PLAN UPDATE RELATING TO FIRE BATTALION CHIEF, DIVISION CHIEF, AND DEPUTY CHIEF

SUMMARY

A proposed Memorandum of Agreement (MOA) between the City of Fullerton and the Fullerton Fire Management Association (FFMA) reflecting tentative agreement on wages, hours and working conditions and a classification plan update for Fire Battalion and Division and Deputy Chief positions for City Council consideration.

RECOMMENDATION

Adopt Resolution No. 2023-XXX

RESOLUTION NO. 2023-XXX – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, APPROVING THE AGREEMENT BETWEEN THE CITY AND THE FULLERTON FIRE MANAGEMENT ASSOCIATION DATED MAY 17, 2023 AND SUPERSEDES, IN ITS ENTIRETY, RESOLUTION NO. 2022-029 AND UPDATING, ADDING, AND DELETING CERTAIN CLASS SPECIFICATIONS IN THE PERSONNEL CLASSIFICATION PLAN

CITY MANAGER REMARKS

Recommend approval.

PRIORITY POLICY STATEMENT

This item matches the following Priority Policy Statements:

- Fiscal and Organizational Stability
- Public Safety.

FISCAL IMPACT

The following outlines the annual fiscal impact of the proposed agreement:

Fiscal Year	Amount
2022-23	\$65,790
2023-24	\$220,633
2024-25	\$321,466
2025-26	\$412,886
2026-27	\$463,592
Total	\$1,484,367

The current budget has adequate funding available for the remainder of the current fiscal year.

DISCUSSION

Memorandum of Agreement

The FFMA represents seven management employees in the Fire Department (six sworn Fire Suppression employees and one non-sworn Emergency Medical Services Manager). The current MOA with this unit does not expire until June 30, 2023. The City Council decision to reject the Orange County Fire Authority proposal to provide fire services and the directive to reopen Fullerton Firefighters' Association negotiations ahead of schedule, necessitated earlier negotiations with the FFMA as well. This labor negotiation process resulted in the proposed agreement.

The redline attachment reflects specific changes to the agreement showing new language in bold print and deleted language in strikeout. The following provides a summary of the significant changes in the MOA:

ARTICLE # PROVISION

- | | |
|----|--|
| 2 | The term of the Agreement shall be from January 7, 2023 through June 30, 2027. |
| 7 | Restructuring of Division Chief and Deputy Chief assignments to clarify that these are distinct classifications, and they may have different assignments within each classification (e.g., Training, Administration, Operations, and Fire Marshal). The classification of Division Chief shall have a base salary set at 7% above Fire Battalion Chief. The classification of Deputy Chief shall have a base salary set at 14% above Fire Battalion Chief. Currently, Division Chief assignments are set at 10% above Fire Battalion Chief and Deputy Chief assignments are set at 10% above Division Chief. |
| 19 | (A) Across the board base salary increases for all salary ranges within the unit as follows: <ul style="list-style-type: none">- 8% effective the first full pay period after January 1, 2023.- 4% effective the first full pay period after July 1, 2023. |

- 4% effective the first full pay period after July 1, 2024.
- 3% effective the first full pay period after July 1, 2025.
- 3% effective the first full pay period after July 1, 2026.

(C) The addition of a new 7th step to the salary ranges for sworn classifications placed 5 % above the current step 6 effective the first full pay period after January 1, 2023.

The addition of a new 8th step for sworn classifications placed at 5% above step 7 effective the first full pay period after July 1, 2023.

- 13 (B) Effective the first full pay period after July 1, 2026, the City paid contribution toward the Employer Paid Member Contribution will be decreased by an additional 4%, with an additional 4% of the normal member contribution to be paid by the employee. FFMA previously agreed to this exchange in an amount of 2%. This will bring the total to 6%.

Concurrently, the employee cost share shall be reduced by an additional 4% (for a total of 6%).

The tentative agreement incorporates the terms of a side letter agreement related to the non-sworn classification of Emergency Medical Services Manager. In addition, The agreement includes amendments to reflect prior changes or outdated provisions, clarify language, reference corrections and/or formatting changes.

Classification Specifications

This proposal restructures the Division Chief and Deputy Chief assignments to create independent classifications rather than assignments among the rank of Fire Battalion Chief, revising the Fire Battalion Chief classification to remove any reference to the Division and Deputy Chief assignments and creating new classification specifications for Deputy Chief and Division Chief. In addition, this propowal would remove the Fire Marshal / Deputy Chief – Administration classification from the classification plan as an appointed Deputy Chief would perform these tasks.

Attachments:

- Attachment 1 – PowerPoint Presentation
- Attachment 2 – Draft Resolution 2023-XXX
- Attachment 3 – Tentative FFMA MOA – redline version
- Attachment 4 – Fire Battalion Chief Class Specification – redline version

cc: City Manager Eric J. Levitt