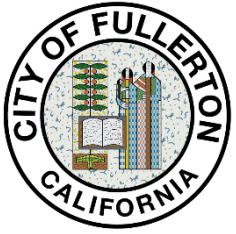


Tentative Agreement

Fullerton Fire Management Association

City of Fullerton

June 6, 2023



Tentative Agreement with FFMA

Background

- October 2022 – City Council decision to retain Fullerton Fire Department
 - Directive to reopen negotiations with the Fullerton Firefighters' Association (FFA)
- Changes in support of rebuilding the Fullerton Fire Department thus far
 - New Memorandum of Agreement with the FFA – approved by City Council on February 7, 2023
 - Revised classification specifications for both sworn and non-sworn positions within the FFA
- Next step
 - Begin negotiations with the Fullerton Fire Management Association to continue development of the Fire Department and maintain employment and reporting equity



Tentative Agreement with FFMA

Negotiations Background

- Seven (7) budgeted positions
- Includes six (6) sworn suppression employees and one non-sworn Emergency Medical Services Manager
- Current agreement expires June 30, 2023



Tentative Agreement with FFMA

Significant changes to MOA

- Approximate 4.5-year term – January 7, 2023, through June 30, 2027
- 8% across-the-board increase effective first pay period after January 1, 2023 (1/7/2023)
- 4% across-the-board increase effective first pay period after July 1, 2023 (7/8/23)
- 4% across-the-board increase effective first pay period after July 1, 2024 (7/6/24)
- 3% across-the-board increase effective first pay period after July 1, 2025 (7/5/25)
- 3% across-the-board increase effective first pay period after July 1, 2026 (7/4/26)



Tentative Agreement with FFMA

Significant changes to MOA (continued)

- The addition of Step 7 for sworn positions only effective January 7, 2023
- The addition of Step 8 for sworn positions only effective July 8, 2023
- Effective first full pay period after July 1, 2026, City paid EPMC for sworn “classic” members will be reduced an additional 4%, with an additional 4% of the normal member contribution paid by the employee. Concurrently, cost sharing for sworn “classic” members will be reduced by 4%.



Tentative Agreement with FFMA

Classification Plan Update

As part of the rebuilding of the Fire Department, command staff positions have been restructured.

- Elimination of “assignments” and creation of two classifications that round out the new command staff structure.
- An update to the Fire Chief Battalion classification to reflect elimination of assignments.
- Removal of the Fire Marshal/Deputy Chief – Administration assignment specification from the classification plan.



Tentative Agreement with FFMA

Fiscal Impact

Fullerton Fire Management Association	
Fiscal Year 2022-23	\$ 65,790
Fiscal Year 2023-24	\$ 220,633
Fiscal Year 2024-25	\$ 321,466
Fiscal Year 2025-26	\$ 412,886
Fiscal Year 2026-27	\$ 463,592
	<hr/>
	\$ 1,484,367



Tentative Agreement with FFMA

Recommendation:

ADOPT 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