

# Tentative Agreements

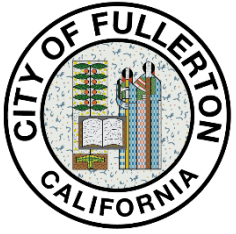
Fullerton Fire Association

Fullerton Fire Management Association

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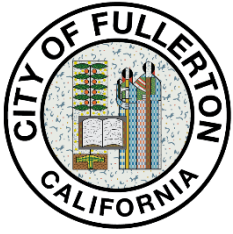
**City of Fullerton**

**March 29, 2022**



# Tentative Agreement with FFA and Side Letter Agreement with FFMA

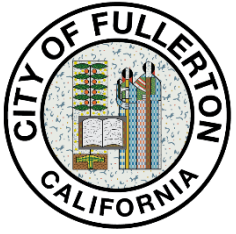
- **Consideration of Memorandum of Agreement (MOA) reflecting a tentative agreement between the City and the Fullerton Fire Association (FFA)**
- **Consideration of a Side Letter to the Memorandum of Agreement between the City and the Fullerton Fire Management Association (FFMA)**



# Tentative Agreement with FFA and Side Letter Agreement with FFMA

## Negotiations Background

- FFA
  - 78 budgeted positions; 67 filled
  - Includes both sworn suppression classifications and non-sworn fire prevention classifications
  - Previous agreement expired December 31, 2021
- FFMA
  - Fire Battalion Chief, Fire Division Chief, Fire Deputy Chief
  - Share Fire Command Agreement with the City of Brea
  - Current agreement in place which expires June 30, 2023
  - Agreement includes equivalency language should the FFA receive a greater ATB salary increase than FFMA



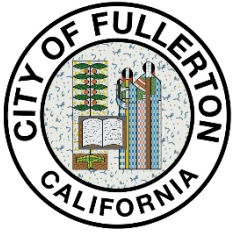
# Tentative Agreement with FFA and Side Letter Agreement with FFMA

- **Significant changes to MOA - FFA**

- Two-year term – January 1, 2022 through June 30, 2023
- 5.25% across-the-board increase effective first pay period following approval (4/2/2022)

- **Impact to FFMA**

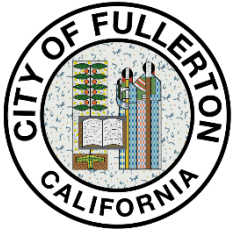
- Current agreement provides a 4.5% ATB increase over the term of the agreement (2.25% per year)
- “Me Too” language to match any FFA salary increase that exceeds 4.5%
- Results in a 3% increase effective the first pay period following approval of the FFA agreement.
- The 2.25% ATB increase scheduled for July 9, 2023 will be removed from the MOA



# Tentative Agreements with FFMA, FMEF and FMA

- **Fiscal Impact**

Between the City and	Fiscal Year 2021-22	Fiscal Year 2022-23
FFA	\$131,000	\$577,000
FFMA	\$24,500	\$25,500



# Tentative Agreement – Fullerton Fire Management Association (FFMA)

## Recommendation:

Adopt the following resolutions:

RESOLUTION NO. 2022-XX - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, APPROVING THE MEMORANDUM OF AGREEMENT BETWEEN THE CITY AND THE FULLERTON FIREFIGHTERS' ASSOCIATION

RESOLUTION NO. 2022-XX - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, APPROVING THE SIDE LETTER AGREEMENT BETWEEN THE CITY AND THE FULLERTON FIRE MANAGEMENT ASSOCIATION