

RESOLUTION NO. 2022-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, APPROVING THE SIDE LETTER OF AGREEMENT BETWEEN THE CITY AND THE FULLERTON FIRE MANAGEMENT ASSOCIATION DATED MARCH 22, 2022

THE CITY COUNCIL OF THE CITY OF FULLERTON HEREBY RESOLVES AS FOLLOWS:

City Council approves the Side Letter of Agreement between the City and the Fullerton Fire Management Association dated March 22, 2022 and attached hereto.

ADOPTED BY THE FULLERTON CITY COUNCIL ON MARCH 29, 2022.

Fred Jung
Mayor

ATTEST:

Lucinda Williams, MMC
City Clerk

Date

Attachments:

- Attachment 1 - Side Letter

SIDE LETTER OF AGREEMENT
City of Fullerton
and
Fullerton Fire Management Association

This Side Letter of Agreement is entered by and between the City of Fullerton (City) and the Fullerton Fire Management Association (FFMA) with respect to the following:

WHEREAS, the City and FFMA are parties to a Memorandum of Agreement (MOA) for the period of July 1, 2021 through June 30, 2023 that sets forth the compensation, hours, and other terms and conditions of employment for classifications represented by the FFMA bargaining unit;

WHEREAS, Article 7(A) of the MOA provides for the following across-the-board base salary rate increases:

Effective July 10, 2021: increase of 2.25%
Effective July 9, 2022: increase of 2.25%

WHEREAS, the 2.25% salary rate adjustment effective July 10 2021 has been applied;

WHEREAS, Article 7(B) of the MOA provides for a salary increase adjustment in the event that the Fullerton Firefighters' Association (FFA) receives a cumulative salary increase in excess of 4.5% during the term of the MOA.

WHEREAS, Article 7(B) of the MOA provides that the amount of the salary increase adjustment shall be in the amount of the FFA cumulative salary increase that exceeds 4.5%;

WHEREAS, the City and FFA entered into an Agreement that provides for a 5.25% base salary increase effective the first full pay period after approval, which shall be effective on April 2, 2022.

WHEREAS, the base salary increase of 5.25% provided to the FFA now triggers the salary increase adjustment provision in Article 7(B) of the MOA:

NOW THEREFORE, the City and FFMA agree as follows:

1. Pursuant to the Article 7(B) of the MOA, FFMA members will receive an across-the-board salary rate adjustment of 3% effective April 2, 2022, for a cumulative salary increase of 5.25% under the term of the MOA.
2. No other salary adjustments shall be made during the term of the MOA, including the 2.25% salary rate increase originally scheduled to be effective July 9, 2022.

3. All other existing wages, hours and other terms and conditions of employment shall remain in full force and effect throughout the term of the MOA.

FOR THE CITY OF FULLERTON

Jeff Collier, Acting City Manager

Date

THE FULLERTON FIRE MANAGEMENT ASSOCIATION



Jonathan Fugitt
Fire Division Chief

3/22/22

Date

FULLERTON FIRE MANAGEMENT ASSOCIATION
SCHEDULE OF BASE SALARY RATES AND
ALLOCATION OF CLASSES TO SALARY RANGES

Effective April 2, 2022

RANGE NO.	CLASS TITLE	STEPS					
		1	2	3	4	5	6
700	Battalion Chief (40 hr./wk.)						
	Approx. Annual	120,384	126,403	132,723	139,359	146,327	153,643
	Approx. Monthly	10,032	10,534	11,060	11,613	12,194	12,804
	Approx. Bi-Weekly	4,630	4,862	5,105	5,360	5,628	5,909
	Hourly	57.877	60.771	63.809	67.000	70.350	73.867
710	Battalion Chief (56 hr./wk.)						
	Approx. Annual	120,384	126,403	132,723	139,359	146,327	153,643
	Approx. Monthly	10,032	10,534	11,060	11,613	12,194	12,804
	Approx. Bi-Weekly	4,630	4,862	5,105	5,360	5,628	5,909
	Hourly	41.340	43.407	45.577	47.856	50.249	52.762
720	Division Chief - Training (40 hr./wk.)* Division Chief/Support Services (40 hr./wk.)* <i>*Both are Battalion Chief assignments that may be made in accordance with Article 8.</i>						
	Approx. Annual	132,422	139,043	145,995	153,295	160,959	169,007
	Approx. Monthly	11,035	11,587	12,166	12,775	13,413	14,084
	Approx. Bi-Weekly	5,093	5,348	5,615	5,896	6,191	6,500
	Hourly	63.664	66.848	70.190	73.699	77.384	81.254
	(56 hr./wk. equivalent)						
	Approx. Annual	132,422	139,043	145,995	153,295	160,959	169,007
	Approx. Monthly	11,035	11,587	12,166	12,775	13,413	14,084
	Approx. Bi-Weekly	5,093	5,348	5,615	5,896	6,191	6,500
	Hourly	45.475	47.748	50.136	52.642	55.275	58.038
740	Fire Marshal/Deputy Chief - Administration (40 hr./wk.) Deputy Chief - Operations (40 hr./wk.)* <i>*Battalion Chief assignment that may be made in accordance with Article 8.</i>						
	Approx. Annual	145,666	152,949	160,597	168,627	177,058	185,911
	Approx. Monthly	12,139	12,746	13,383	14,052	14,755	15,493
	Approx. Bi-Weekly	5,603	5,883	6,177	6,486	6,810	7,150
	Hourly	70.032	73.533	77.210	81.071	85.124	89.380
	(56 hr./wk. equivalent)						
	Approx. Annual	145,666	152,949	160,597	168,627	177,058	185,911
	Approx. Monthly	12,139	12,746	13,383	14,052	14,755	15,493
	Approx. Bi-Weekly	5,603	5,883	6,177	6,486	6,810	7,150
	Hourly	50.023	52.524	55.150	57.908	60.803	63.843