



# **Agenda Report**

## **Fullerton City Council**

**MEETING DATE:** MARCH 29, 2022

**TO:** CITY COUNCIL / SUCCESSOR AGENCY

**SUBMITTED BY:** JEFFREY W. COLLIER, ACTING CITY MANAGER

**PREPARED BY:** EDDIE MANFRO, INTERIM HUMAN RESOURCES DIRECTOR

**SUBJECT:** TENTATIVE AGREEMENT BETWEEN THE CITY OF FULLERTON AND THE FULLERTON FIREFIGHTERS' ASSOCIATION AND PROPOSED SIDE LETTER TO MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF FULLERTON AND THE FULLERTON FIRE MANAGEMENT ASSOCIATION

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### SUMMARY

A proposed Memorandum of Agreement (MOA) between the City of Fullerton and the Fullerton Firefighters' Association (FFA) reflecting tentative agreement on wages, hours and working conditions and a proposed Side Letter of Agreement between the City of Fullerton and the Fullerton Fire Management Association (FFMA) for City Council consideration.

### RECOMMENDATION

Adopt the following resolutions:

RESOLUTION NO. 2022-XXX – 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-XXX – 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

### PRIORITY POLICY STATEMENT

This item matches the following Priority Policy Statements:

- Fiscal and Organizational Stability
- Public Safety.

## FISCAL IMPACT

The following table summarizes the fiscal impact of the proposed agreements:

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

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

## DISCUSSION

### FFA

The FFA represents approximately 80 employees in sworn Fire Suppression classifications and nonsworn Fire Prevention classifications. The current MOA with this unit expired on December 31, 2021. The resulting proposed agreement, presented for City Council consideration, is the product of the labor negotiation process.

Highlights of the tentative agreement include:

- An 18-month term retroactive to January 1, 2022 through June 30, 2023.
- A 5.25% across-the-board increase for all salary ranges in the unit, effective the first pay period following approval and ratification of the agreement.

The redline attachment reflects specific changes to the agreement with this unit. New language is shown in bold print and deleted language is shown in strikeouts. Following A summary of the significant changes in the MOA includes the following:

### ARTICLE #      PROVISION

- 7                      The term of the Agreement shall be from January 1, 2022 through June 30, 2023. Implementation of a 5.25% across-the-board increase for salary ranges in the unit effective April 2, 2022.

Amendments throughout the proposed agreement reflect prior changes or outdated provisions, incorporation of provisions from a previously authorized side letter, clarified language, reference corrections and/or formatting changes.

### FFMA

City Council approved the MOA between the City and the FFMA on March 15, 2022. The MOA includes an equivalency provision that provides the FFMA a comparable salary increase should the FFA receive compensation greater than 4.5% during the term of the agreement, which was the amount approved for the FFMA.

As stated, the tentative FFA agreement includes a 5.25% across the board increase. City Council approval the proposed FFA agreement, based on the equivalency provision, would entitle FFMA to an additional 3% increase effective the first pay period following approval and ratification of the FFA agreement (the difference between the 2.25% already implemented and the 5.25% FFA increase). Implementation of the 3% increase will void

the 2.25% increase scheduled for July 9, 2022 and the FFMA will receive no additional increases during the term of their agreement.

Attachments:

- Attachment 1 – Presentation
- Attachment 2 – Tentative Agreement FFA redline version
- Attachment 3 – Draft Resolution 2022-XXX FFA MOA
- Attachment 4 – Draft Resolution 2022-XXX Side Letter Agreement FFMA