



Agenda Report

Fullerton City Council

MEETING DATE: DECEMBER 17, 2019

TO: CITY COUNCIL / SUCCESSOR AGENCY

SUBMITTED BY: KENNETH A. DOMER, CITY MANAGER

PREPARED BY: GRETCHEN BEATTY, HUMAN RESOURCES DIRECTOR

SUBJECT: FINAL CONSIDERATION OF TENTATIVE AGREEMENT
BETWEEN THE CITY OF FULLERTON AND FULLERTON
FIRE MANAGEMENT ASSOCIATION

SUMMARY

Final consideration of a proposed Memorandum of Agreement between City of Fullerton and Fullerton Fire Management Association reflecting tentative agreement on wages, hours and working conditions between the City of Fullerton and the Fullerton Fire Management Association (FFMA) for final consideration by City Council and adoption of revised resolution related to paying and reporting employer paid member contribution to CalPERS.

RECOMMENDATION

Adopt the following resolutions:

RESOLUTION NO. 2019-XX – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, APPROVING THE MEMORANDUM OF AGREEMENT BETWEEN THE CITY AND THE FULLERTON FIRE MANAGEMENT ASSOCIATION

RESOLUTION 2019-XX – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, CONCERNING PAYING AND REPORTING THE VALUE OF EMPLOYER PAID MEMBER CONTRIBUTIONS FOR CLASSIC MEMBERS AND REPEALING RESOLUTION NO. 2019-26 IN ITS ENTIRETY

PRIORITY POLICY STATEMENT

This item matches the following Priority Policy Statements:

- Fiscal and Organizational Stability
- Public Safety.

FISCAL IMPACT

The fiscal impact of the tentative agreement is reflected on the attached audited fiscal analysis and summarized below.

Fiscal Year 2018-19	Fiscal Year 2019-20	Fiscal Year 2020-21
\$13,382	\$15,143	\$12,329

Adequate funding is available in the current budget for the cost during the fiscal year.

DISCUSSION

The FFMA represents employees that serve as Fire Battalion Chief, Fire Division Chief or Fire Deputy Chief. Employees in these roles serve in the shared fire command structure along with their counterparts in the City of Brea. There are currently four City of Fullerton employees in the shared fire command structure fire management roles.

This unit has been without an agreement since July 2018 when the previous agreement expired. The proposed tentative agreement reflects the product of a negotiation process that spanned more than a year.

Highlights of the tentative agreement include:

- A three year term going backwards to July 2018 and forward through June 2021.
- A 2.5% across-the-board increase for all salary ranges in the unit effective in the current fiscal year and offset by a reduction of the City's contribution to CalPERS from 9% to 7%. (CalPERS contribution reduction is to the Employer Paid Member Contribution – EPMC.)
- Implementation of time-and-one-half payment for hours worked in fire suppression duties beyond an employee's regular work schedule. (Similar to other Orange County fire agencies.)
- Freezing employee contributions to medical insurance at the 2019 rates for 2020. (Allowing the City to reduce contributions due to a premium reduction.)
- Adjustment in leave accrual eligibility for employees laterally transferring into the fire department. (Creating opportunity for improved retention and recruitment.)
- Reopener in the event additional cities are added to the shared fire command structure during the term of the agreement.

The specific changes to the previous agreement with this unit are reflected in the attachment. New language is shown in bold print and deleted language is shown in strikeouts. Following is a summary of the significant changes in the Memorandum of Agreement.

<u>ARTICLE #</u>	<u>PROVISION</u>
2	The term of the Agreement shall be from July 1, 2018 through June 30, 2021.
4	Addition of a new section addressing the Shared Command Staff Agreement with the City of Brea, including a reopener in the event any new city is added to the Shared Command structure.
7	Implementation of a 2.5% across-the-board increase for salary ranges in the unit effective July 13, 2019.
10	Implementation of time-and-one-half pay for fire suppression duty overtime.
11	Amendments to reflect prior action to roll Education Pay into base salary.
14	Implementation of the reduction of EPMC from 9% to 7% effective December 28, 2019. (This change is a step towards eliminating this benefit and achieving parity on this element of compensation with the City of Brea Fire Management employees.) Also, clarification of language related to employee cost sharing of employer rate for CalPERS.
17	Implementation of a one year freeze on the employee contributions to medical. This freeze is a benefit to the City as the plan on which the contributions are set has a reduced premium for 2020. This provision reduces the City cost for the 2020 calendar year.
26	Amending the calculation of eligibility for vacation accrual limits to include sworn fire service in other agencies.

Included throughout the proposed agreement are amendments to reflect prior changes or outdated provision, clarified language and formatting changes.

Included with the recommendations for approval of this proposed agreement is an updated resolution to enact the reduction of the Employer Paid Member Contribution to CalPERS.

Attachments:

- Attachment 1 – PowerPoint Presentation
- Attachment 2 – Draft MOA Resolution 2019-XX
- Attachment 3 – Draft EPMC Resolution 2019-XX
- Attachment 4 – Audited Analysis of Costs