

RESOLUTION 2020-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
FULLERTON, CALIFORNIA, APPROVING THE SIDE
LETTER AGREEMENT BETWEEN THE CITY AND THE
FULLERTON POLICE MANAGEMENT ASSOCIATION

THE CITY COUNCIL OF THE CITY OF FULLERTON HEREBY RESOLVES that
the Side Letter Agreement between the City and the Fullerton Police Management
Association, dated February XX, 2020 and attached hereto, is approved.

ADOPTED BY THE FULLERTON CITY COUNCIL on February XX, 2020.

Jennifer Fitzgerald, Mayor

ATTEST:

Lucinda Williams, City Clerk

Date

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

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

WHEREAS, FPMA and the City have entered into a Memorandum of Agreement ("MOA") between them in effect from January 3, 2015 to June 30, 2019 and subsequently amended by side letter extending the term to June 30, 2021 (or 2022 if extended by FPMA pursuant to a provision of the MOA), and governs generally the wages, hours and other terms and conditions of employment of the classifications represented by the FPMA; and

WHEREAS, following informal discussions, the City and FPMA have reached an agreement to address compensation compaction issues between the FPMA classification of Police Lieutenant and the classification of Police Sergeant represented by the Fullerton Police Officers' Association – Police Safety Unit; and

WHEREAS, the Parties have agreed that provisions of this side letter are an interim measure to address the compaction issue for the remainder of the term of the MOA;

NOW THEREFORE, the City and FPMA agree as follows:

1. Effective the pay period ending January 10, 2020, all employees serving in the classification of Police Lieutenant shall be assigned to step 5 of salary range 750 (\$72.113 per hour) in the Fullerton Police Management Association Schedule of Base Salary Rates and Allocation of Classes Salary Ranges. This pay step assignment shall not be reversed by expiration of the MOA but shall be considered to be fully earned upon implementation.
2. 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, as amended.

FOR THE CITY OF FULLERTON

**FOR THE FULLERTON POLICE
MANAGEMENT ASSOCIATION**

Kenneth A. Domer, City Manager

Michael Hines, FPMA

Date

Date