

Tentative Side Letter Agreement - Fullerton Police Management Association (FPMA)

- First review and consideration of proposed Side Letter to the Memorandum of Agreement between the City of Fullerton and the Fullerton Police Management Association (MOA)
- Background
 - FPMA represents Police Lieutenants (5 positions budgeted and filled) and Police Captains (2 positions budgeted and occupied by temporary appointments)
 - Current MOA effective January 3, 2015 through June 30, 2019, extended by previous side letter to June 30, 2021 (or June 30, 2022 at the option of the FPMA)

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- **Background**

- October 2019 FPOA – Police Safety Unit changes to improve recruitment and retention results increases compensation packages for Police Officer, Police Corporal and Police Sergeant resulting in compaction between Police Sergeant and Police Lieutenant
 - Current differential ranges from 0.5% to -4.0%
 - Police Lieutenants are compensated for higher level responsibilities at a near equal or lower rate than the Police Sergeants they supervise

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- Proposed remedy
 - Utilize existing salary range and advance all Police Lieutenants from their current step (either Step 3 or Step 4) to top step – Step 5 effective pay period ending 1/1/2020.
 - No changes for Police Captains as appointments to the two budgeted positions are temporary.
 - Salary savings in the staffing of the Police Captain positions will cover the cost of the proposed remedy.
 - No long term impact from this remedy as all incumbents are on track to reached Step 5 no later than October 2021.
 - No other changes to MOA terms.

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- Fiscal impact:

Fiscal Year	2019/2020	2020/2021
Increased costs of Lieutenant compensation	\$49,115	\$52,481
Total Projected Payroll Costs with Recommended Amendments	\$2,134,078	\$2,333,741

Tentative Agreement – FMEF and FMA

Recommendation:

That the City Council review the proposed Side Letter Agreement and direct staff to schedule it for final review on February 18, 2020.