



Agenda Report

Fullerton City Council

MEETING DATE: JULY 7, 2020

TO: CITY COUNCIL / SUCCESSION AGENCY

SUBMITTED BY: KENNETH A. DOMER, CITY MANAGER

PREPARED BY: ELLIS CHANG, DIRECTOR OF ADMINISTRATIVE SERVICES
LAURA GIANNETTI-MERCER, HUMAN RESOURCES MANAGER II

SUBJECT: SIDE LETTERS TO MEMORANDA OF AGREEMENT BETWEEN THE CITY OF FULLERTON AND THE FULLERTON POLICE OFFICERS' ASSOCIATION – POLICE SAFETY UNIT AND THE FULLERTON POLICE OFFICERS' ASSOCIATION – DISPATCHER UNIT REGARDING EXTENSION OF TERM

SUMMARY

Proposed Side Letters to the Memoranda of Agreement between the City of Fullerton and the Fullerton Police Officers' Association – Police Safety Unit and the Fullerton Police Officers' Association – Dispatcher Unit (collectively known as FPOA), formalizing the extension of the term of the agreements through June 2022.

RECOMMENDATION

Adopt the following resolutions:

RESOLUTION NO. 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 OFFICERS' ASSOCIATION – POLICE SAFETY UNIT

RESOLUTION NO. 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 OFFICERS' ASSOCIATION – DISPATCHER UNIT

FISCAL IMPACT

The impact of the extensions to the agreements, which will defer a 1.5% increase of the FPOA base salary schedules and extend longevity pay of 1.5% for Police Safety members who have completed 23 or more years of sworn law enforcement service and 19 or more years of service with the City of Fullerton for Dispatcher Unit members, is a savings of approximately \$155,000 for Fiscal Year 2020-21.

DISCUSSION

The Memoranda of Agreement term for FPOA was set to expire June 2021 by approval of Resolution No. 2018-01. The agreements provided FPOA the option to unilaterally extend the agreements an additional year, expiring instead at the end of June 2022. The option, if exercised, would also defer the scheduled base salary increases from July 2020 to July 2021 and extend receipt of Longevity Pay for qualifying employees to June 2021. This option was to be exercised by the unit on or before April 1, 2020 in writing. However, due to the impacts of the pandemic, it is recommended to accept the extension based on the changing fiscal conditions of the City.

As a result of budgetary concerns, primarily due to the impact of COVID-19, City Staff initiated discussions with employee bargaining units to seek input and strategize cost saving measures. One such measure that developed during talks with the FPOA is the deferral of the 1.5% across the board salary increase due in July 2020 which could be effectuated by an extension of the current contract.

Based on initial discussions with the FPOA and their interest in extending the current contracts, Staff formally proposed an extension to the FPOA's right to extend the agreements beyond the April 1, 2020 date. The FPOA accepted and requested the extension of the contracts for both units. The extension results in the following:

- The terms of the agreements between the City and the FPOA are extended through June 30, 2022.
- The 1.5%, across the board salary increases effective July 11, 2020 are now deferred to July 10, 2021.
- Longevity Pay for both units, under the same terms and conditions as current, will continue through June 20, 2021, at which time it will terminate.

While Staff is presenting the Side Letters of Agreement for approval, it is to memorialize the extension of the agreements as previously authorized by City Council per Resolution No. 2018-01. Extension of the agreement for an additional year was to be administratively approved at the request of the FPOA as approved in the resolution and therefore was a condition of the previous resolution and is not subject to the two meeting requirement for implementation, but it is being presented for public transparency.

Attachments:

- Attachment 1 - Resolution No. 2018-01 – Side Letter of Agreement with Fullerton Police Officers' Association – Police Safety and Dispatcher Units
- Attachment 2 - Resolution 2020-XX – Side Letter Agreement Fullerton Police Officers' Association – Police Safety Unit
- Attachment 3 - Resolution 2020-XX – Side Letter Agreement Fullerton Police Officers' Association – Dispatcher Unit