

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 MUNICIPAL EMPLOYEES FEDERATION

THE CITY COUNCIL OF THE CITY OF FULLERTON HEREBY RESOLVES that the Side Letter Agreement between the City and the Fullerton Municipal Employees Federation, dated September 10, 2020 and attached hereto, is approved.

ADOPTED BY THE FULLERTON CITY COUNCIL ON SEPTEMBER 15, 2020.

Jennifer Fitzgerald, Mayor

ATTEST:

Lucinda Williams, City Clerk

Date

SIDE LETTER OF AGREEMENT

City of Fullerton
and
Fullerton Municipal Employees Federation

This side letter of agreement is entered by and between the City of Fullerton (City) and the Fullerton Municipal Employees Federation (FMEF) with respect to the following:

WHEREAS, FMEF and the City have entered into a Memorandum of Agreement (MOA) between them in effect from July 1, 2019 to June 30, 2021, and governs generally the wages, hours and other terms and conditions of employment of the classifications represented by the FMEF; and

WHEREAS, the City and FMEF have reached an agreement for addressing FLSA overtime requirements for employees assigned as a Facility Dog Handler; and

NOW THEREFORE, the City and FMEF agree to amend their MOA as follows:

1. ARTICLE 17: OVERTIME PAY

Add new subsection R. to read in its entirety as follows:

R. Facility Dog Handler Assignment

The Facility Dog Handler shall be compensated at the rate of 30 minutes for each calendar day for the care, feeding, grooming, exercise, training and companionship of his/her assigned dog. The compensation shall be in the form of a workday reduced by 30 minutes at the beginning or end of the shift, as determined by the City. For example, a Facility Dog Handler who works a 4/10 schedule will work four shifts of 9.5 hours each per week and, when used, paid leave for said employee will be charged at the rate of 9.5 hours per shift. On non-work days, dog handlers shall be paid for 30 minutes of time for the care, feeding, grooming, exercise, training and companionship of his/her assigned dog at a rate equal to two-thirds (2/3) of his/her regular rate of pay. This payment shall be made at time and one-half. If the FLSA is invalidated, set aside or otherwise held inapplicable to local governments, the overtime provisions contained in the paragraph above shall be null and void. Employees assigned to Facility Dog duty shall not be compensated in any manner whatsoever for time spent traveling to and from work because they have been provided a City vehicle.

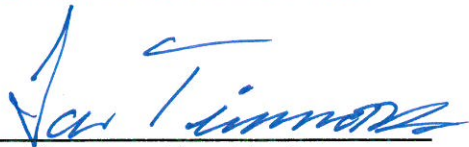
2. All other existing wages, hours and other terms and conditions of employment shall remain in full force and effect throughout the term of the MOA.

FOR THE CITY OF FULLERTON

Ken Domer, City Manager

Date

FOR THE FULLERTON MUNICIPAL
EMPLOYEES FEDERATION



Ian Timmons, President

9/10/2020

Date