

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 MANAGEMENT ASSOCIATION

THE CITY COUNCIL OF THE CITY OF FULLERTON HEREBY RESOLVES AS  
FOLLOWS:

The Side Letter of Agreement between the City and the Fullerton Management  
Association, dated September 10, 2020 and attached hereto is approved.

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

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Jennifer Fitzgerald  
Mayor

ATTEST:

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Lucinda Williams, MMC  
City Clerk

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Date

## **SIDE LETTER OF AGREEMENT**

City of Fullerton  
and  
Fullerton Management Association

This side letter of agreement is entered by and between the City of Fullerton (City) and the Fullerton Management Association (FMA) with respect to the following:

WHEREAS, FMA 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 FMA; and

WHEREAS, the City and FMA have reached an agreement for cost saving measures in response to budgetary challenges, primarily due to the COVID-19 pandemic; and

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

1. ARTICLE 7: SALARY – is hereby amended to include:

Effective the pay period beginning September 19, 2020, a 5% earnings reduction shall be implemented for the employees in this unit, as described in Attachment A of this Side Letter Agreement.

2. ARTICLE 26: HOLIDAYS – is hereby deleted as it became obsolete as of June 30, 2020.
3. 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

FOR THE FULLERTON  
MANAGEMENT ASSOCIATION

\_\_\_\_\_  
Ken Domer, City Manager

  
\_\_\_\_\_  
Brenden O'Reilly, President

\_\_\_\_\_  
Date

9/10/2020  
\_\_\_\_\_  
Date

## **Fullerton Management Association Side Letter of Agreement Attachment A**

### **Earnings Reduction**

Base salary rates and other forms of compensation shall be calculated per the terms of this attachment to the Side Letter Agreement. Effective September 19, 2020, a pre-tax deduction of 5% shall be calculated to include regular pay, vacation pay, sick pay, workers' compensation Labor Code Section 4850 pay, and negotiated supplemental pays as listed in Schedule A below. The 5% pre-tax deduction shall not apply to the pay items listed in Schedule B or on City contributions to health insurance. The compensation reported to CalPERS shall remain as is applicable to the Fullerton Management Association member's current classification as reflected in Appendix A of Resolution 2020-18.

#### **Schedule A:**

- All percentage based increment pays
- Emergency Duty Pay
- Bilingual Pay
- Acting Pay
- Exceptional Performance Pay
- Bereavement Leave
- Administrative Leave
- Other paid Leave
- Jury Duty Pay
- Management Leave
- Catastrophic Leave
- Compensatory time payoffs
- Discretionary Paid Leave
- Holiday Leave

#### **Schedule B:**

- Sick leave and vacation annual conversions
- Sick leave and vacation payoffs
- Opt-out