

RESOLUTION 2021-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 AND SUPERSEDING RESOLUTION NO. 2020-79

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 May 29, 2021 and attached hereto is approved.

ADOPTED BY THE FULLERTON CITY COUNCIL ON JUNE 1, 2021.

Bruce Whitaker, Mayor

ATTEST:

Lucinda Williams, City Clerk

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 previously 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.

WHEREAS, the City and FMA subsequently reached an agreement for cost saving measures in response to budgetary challenges, primarily due to the COVID-19 pandemic, and amended ARTICLE 7: SALARY 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.

WHEREAS, the agreement between the parties was based on FMA's understanding that should the City receive COVID-19 related funding eligible to backfill revenue loss or an increase to anticipated revenues prior to the end of Fiscal Year 2020-21, the City would consider, at a minimum, ending the 5% earnings reduction and, to the extent possible, "reinstate" the earnings that were reduced.

WHEREAS, in March 2021 the federal government has implemented the American Rescue Plan Act of 2021, which is estimated to make available to Fullerton approximately \$32.7 million over the next two years.

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

1. ARTICLE 7: SALARY shall be amended as follows:
 - A. The schedule of base salary rates and the allocation of classes to salary ranges shall be as contained in Appendix A.
 - B. Effective the pay period beginning September 19, 2020, a 5% earnings reduction shall be implemented for the employee in this unit, as described in Attachment A of this Side Letter Agreement.
 - C. Effective the pay period beginning May 29, 2021, the earnings reduction provision of paragraph B shall be eliminated.

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

FOR THE FULLERTON
MANAGEMENT ASSOCIATION

Steve Danley, Acting City Manager

Brendan O'Reilly, President

Date

Date