



**CITY OF GLENDALE, CALIFORNIA  
REPORT TO THE CITY COUNCIL**

**AGENDA ITEM**

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Report: Memorandum of Understanding (MOU) Between the City of Glendale and Glendale Management Association (GMA) on Behalf of Fire Managers.

1. Resolution Approving and Adopting the MOU Commencing July 1, 2024, through June 30, 2027

**COUNCIL ACTION**

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**Item Type:** Action Item

**Approved for** February 27, 2024 **calendar**

**EXECUTIVE SUMMARY**

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The Glendale Management Association (GMA) is the employee bargaining unit that represents mid-level and upper management employees of the City, including managerial, supervisory, technical, and professional employees throughout every City department. The GMA also represents sworn Fire Managers. The City has been engaged in labor negotiations with the GMA on behalf of the sworn Fire Managers since January 2024. Seven budgeted positions are covered by this bargaining group.

After several weeks of negotiations, staff is pleased to bring forth resolutions adopting a three-year Memorandum of Understanding (MOU) with the GMA Fire Managers, which will run effective July 1, 2024 through June 30, 2027. Staff believes this MOU agreement provides an appropriate balance of maintaining a fair and competitive compensation structure while addressing the fiscal limitations of the City and doing so in a highly fiscally responsible manner.

**RECOMMENDATION**

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That the attached Resolution and Memorandum of Understanding between the City of Glendale and GMA, on behalf of sworn Fire Managers be approved as submitted.

## **BACKGROUND AND ANALYSIS**

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Over the course of the past few weeks, the City has engaged in labor negotiations as the previous MOU between the City and GMA sworn Fire Managers is set to expire on June 30, 2024.

The three key issues during this negotiation process were maintaining a competitive compensation structure for the Fire Managers, adding longevity pay to the MOU, and adding the City of Ontario to the other market survey cities which are Anaheim, Burbank, Huntington Beach, Long Beach, Pasadena, Santa Monica, and Torrance.

The Fire Managers team was straightforward to negotiate with and staff is pleased to bring forth a three-year MOU agreement between the City and GMA Fire Managers, which will run effective July 1, 2024, through June 30, 2027 and provides for competitive cost-of-living adjustments and adds longevity pay for 10 to 19 years of service at 4% and 8% with 20 or more years of service. This agreement also places the Fire Managers in a slightly more competitive position within the labor market.

The proposed three-year agreement provides cost-of living adjustments through direct compensation increases, as set forth below:

FY 24/25	2% non-PERSable one-time bonus Effective June 1, 2024, increase City Contributions to medical premiums to match GMA Police and continue with 50-50 cost sharing every plan year, thereafter.
FY 25/26	5% base salary increase
FY26/27	5% base salary increase City contribution of additional 2% per month of base salary into 457 deferred compensation for Classic employees Create 2% RT130 Certification Pay

The terms set forth in the proposed MOU were ratified by the GMA Fire Managers membership with a vote of 100% in favor.

Staff recommends City Council adoption of the proposed three-year MOU. If approved, the economic terms of the proposed MOU will take effective July 1, 2024.

## **FISCAL IMPACT**

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The primary costs of the three-year agreement set forth in these Resolutions are related to the compensation adjustments, specifically COLA, and other extra/certification pay adjustments spread over three years. The total cost compounded over three years is \$1,739,573 charged to the General Fund. The breakdown below represents costs for each of the three years of the proposed City/GMA Fire Managers MOU.

<b>Term</b>	<b>Fiscal Year</b>	<b>Cost</b>
Year One	2024/25	\$ 363,533
Year Two	2025/26	\$ 527,841
Year Three	2026/27	\$ 848,199
<b>Total</b>		<b>\$ 1,739,573</b>

Funding for Year 1 of the MOU will be included as a part of the regular FY25 budget process. No appropriation is required currently.

**ENVIRONMENTAL REVIEW (CEQA/NEPA)**

This item is not subject to CEQA review.

**CAMPAIGN DISCLOSURE**

This item is exempt from campaign disclosure requirements.

**ADMINISTRATIVE ACTION**

**Submitted by:**

Paula Adams, Chief Human Resources Officer

**Prepared by:**

Paula Adams, Chief Human Resources Officer

**Approved by:**

Roubik R. Golanian, P.E., City Manager