

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY OF GLENDALE APPROVING
AND ADOPTING THE EXTENSION OF THE EXISTING MEMORANDUM
OF UNDERSTANDING BETWEEN THE CITY OF GLENDALE AND
THE GLENDALE MANAGEMENT ASSOCIATION (GMA)
ON BEHALF OF SWORN FIRE MANAGERS
THROUGH JUNE 30, 2027.**

WHEREAS, the City of Glendale (hereinafter referred to as "City") and the Glendale Management Association (hereinafter referred to as "Association"), on behalf of sworn fire managers, have met and conferred over wages, hours, terms and conditions of employment pursuant to Government Code 3500, as amended; and

WHEREAS, the City and the Association have agreed to the terms of a Memorandum of Understanding for a period of three years, covering sworn managers of the Glendale Fire Department commencing on July 1, 2024 and terminating after June 30, 2027.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLENDALE:

Section 1. The City does hereby approve, ratify, and authorize the implementation of each economic and non-economic benefit and right set forth in the Memorandum of Understanding between the City and Association as substantively described in the Report to Council dated February 27, 2024 and Exhibit "A" hereto, which are incorporated herein by this reference, and said economic and non-economic benefits and rights shall be implemented to the extent the City may legally do so in accordance with the time constraints of said Memorandum of Understanding. The Chief Human Resources Officer is authorized to make minor clerical and other minor language

clarifications to the MOU so long as such changes do not in any manner change the economic or non-economic benefits and rights of the parties.

Section 2. The City Council further authorizes the City Manager and Chief Human Resources Officer to negotiate and implement amendments to this Memorandum of Understanding affecting wages, hours, terms and conditions of employment subject to prior approval by the City Council.

Section 3. Any provision set forth in said Memorandum of Understanding which is inconsistent with any provision of the Municipal Code shall prevail and supersede the inconsistent provisions of the code.

Adopted this 27th day of February 2024.

Mayor

City Clerk

STATE OF CALIFORNIA)
)
COUNTY OF LOS ANGELES)

I, Suzie Abajian, Ph.D., City Clerk of the City of Glendale, certify that the foregoing Resolution was adopted by the Council of the City of Glendale, California, at a regular meeting held on the 27th day of February 2024, and that the same was adopted by the following vote:

Ayes:
Noes:
Absent:

City Clerk

EXHIBIT “A” - MOU TERMS
Glendale Manager’s Association (Fire Managers)

Cost of Living Adjustments:

Modify Article Two, Section I(B), of the MOU to provide across the board base salary increases for each represented classification as follows:

- Effective the pay period containing July 1, 2024.....2% lump sum bonus
- Effective the pay period containing July 1, 2025.....5%
- Effective the pay period containing July 1, 2026.....5%

RT130 Certification Pay:

Effective the pay period containing July 1, 2026, 2% RT130 certification pay.

Longevity Pay:

Effective the pay period containing July 1, 2024, 4% of base salary beginning year 10; 8% of base salary beginning year 20; based on paid full-time sworn employment in the fire service.

Deferred Compensation:

Modify Article Two, Section IV(D), of the MOU to provide that effective the pay period that includes July 1, 2026, the City shall contribute two percent (2%) per month of base salary into the 457 deferred compensation plan for all unit employees.

Health Insurance:

Modify Article Four, Section II(B) of the MOU to provide that effective June 1, 2024, the City’s contribution towards employees’ medical insurance premium shall be increased to match that of the Sworn Police Managers. Each January 1, thereafter, the parties shall split 50/50 all increase.

Retiree Medical – Sick Leave Conversion:

Modify Article Four, Section III(A)(2), of the MOU to provide that employees who retire from the City with less than 15 years of service or terminate with the City with at least 15 years of service shall continue to be eligible for sick leave conversion to RHSP at \$33.00/hour; those who retire from the City with at least 15 years but less than 20 years of City service shall receive 75% of their regular hourly rate of pay, but not less than \$33.00/hour; those with 20 or more years of City service shall receive 100% of their hourly rate of pay, but not less than \$33.00.

Strike Team Leader Pay:

Effective the pay period containing July 1, 2025, modify Article Two, Section XI (B)(1) of the MOU to provide that employees who complete the training necessary to commence the task book for strike team leader shall be paid a premium of \$250/month. Employees who become qualified as a strike team leader shall receive an additional \$250/month.

Special Operations Pay:

Effective the pay period containing July 1, 2024, employees who are trained to perform the specialized services required as either a Hazardous Materials Technician or Urban Search & Rescue (US&R) Specialist, shall receive \$275/month.

Retiree Health Savings Plan:

The City shall contribute to all General Managers' RHSP account the amount of one-hundred fifty dollars (\$150) per month at the commencement of their fifth (5th) year of full-time salaried service with the City of Glendale.