



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

### **AGENDA ITEM**

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Report: Memorandum of Understanding Between the City of Glendale and Glendale Management Association on Behalf of Fire Sworn Managers

1. Resolution approving and adopting the Memorandum of Understanding between the City of Glendale and Glendale Management Association (GMA) - Fire Sworn Managers commencing July 1, 2022 through June 30, 2025.
2. Resolution approving and adopting Classification Titles and Compensation for Employees Covered by the Glendale Management Association Memorandum of Understanding and GMA-Exempt Classifications.

### **COUNCIL ACTION**

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**Item Type:** Action Item

**Approved for** July 12, 2022 **calendar**

### **EXECUTIVE SUMMARY**

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Starting in April 2022, the City and Glendale Management Association (GMA) - Fire Sworn Managers have been engaged in labor negotiations with the goal of coming to agreement on a successor Memorandum of Understanding (MOU). This unit covers sworn fire managers holding the ranks of Fire Battalion Chief, Deputy Fire Chief, and Assistant Fire Chief (vacant). MOU agreements govern the wages, hours, terms and conditions of employment. The previous MOU between the City and GMA Fire Sworn Managers expired on June 30, 2022.

Staff believes the proposed MOU agreement provides an appropriate balance of maintaining a fair and competitive compensation structure while addressing the fiscal limitations of the post-pandemic era.

## **COUNCIL PRIORITIES**

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The proposed MOU agreement is consistent with the City Council's priority of Fiscal Responsibility. The resulting multi-year agreement provides a fair and reasonable compensation package for affected employees while being fiscally responsible.

## **RECOMMENDATION**

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That the attached Resolutions and Memorandum of Understanding between the City of Glendale and Glendale Management Association (GMA) - Fire Sworn Managers be approved as submitted. Additionally, that the attached Resolutions relating to the compensation of affected employees be approved as submitted.

## **BACKGROUND**

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Starting in April 2022, the City and Glendale Management Association (GMA) - Fire Sworn Managers have been engaged in labor negotiations with the goal of coming to agreement on a successor Memorandum of Understanding (MOU). This unit covers sworn fire managers holding the ranks of Fire Battalion Chief, Deputy Fire Chief, and Assistant Fire Chief (vacant). The previous MOU between the City and GMA Fire Sworn Managers expired on June 30, 2022.

While the Fire and Police sworn managers are part of the broader Glendale Management Association (GMA) bargaining unit, specific items relating to compensation and benefits involving the sworn safety managers are typically negotiated separately.

Over the course of the last three months, the parties met, engaged in good faith dialogue, and exchanged various proposals. The GMA Fire Sworn Managers' priorities included modest, but reasonable compensation adjustments over multiple years, with the goal to maintain a competitive salary structure, and prevent compaction between the Fire Battalion Chief position and its subordinate position of Fire Captain, which is part of the Glendale Fire Fighters' Association. The City's priorities focused in general on economic stability, based on multi-year financial forecasts.

With the expiration of the previous MOU agreement as of June 30, 2022, the City and GMA Fire Sworn Managers, after having met and conferred, have reached a tentative agreement on a new multi-year MOU. The tentative agreement resulted in a three-year MOU effective July 1, 2022 through June 30, 2025.

The tentative agreement is comprised of a three-year package that includes a cost-of-living adjustment of 4% in the first year, offset by a 3.5% increase in PERS cost-sharing; no cost-of-living adjustment in the second year; and a 1% cost-of-living adjustment in the third year. An additional salary step would be included within the existing salary range for classifications covered by this bargaining group in year three of the Agreement. This additional salary step is 5.5% above the current step 6. With this additional salary step, the current step 1 will be eliminated, thus maintaining the six salary steps within the respective ranges. As is the current policy, employees will advance through the salary steps at the rate of one step per year, based on their annual job performance evaluation. Thus, employees will advance gradually to the new sixth step over time.

The proposed City/GMA MOU affecting the Fire Sworn Managers is provided as an attachment, which also includes non-economic items and “clean-up” language.

The tentative agreement between the City and GMA Fire Sworn Managers was put forth to the membership for a ratification vote and was unanimously approved. Staff similarly recommends City Council adoption of the proposed three-year MOU. The above changes will take effect upon adoption of the MOU for the July 28, 2022 pay date.

Included in this staff report is a Classification and Compensation Resolution which effectuates the proposed agreed-upon compensation adjustments for GMA Sworn Fire Managers represented employees.

## **ANALYSIS**

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The proposed MOU between the City and GMA Fire Managers is provided as an attachment (Exhibit 1). The document highlights the changes that have been agreed to and the modifications being made to the expiring MOU.

The terms set forth in the proposed MOU were unanimously ratified by the GMA Sworn Fire Managers.

Staff similarly recommends City Council adoption of the proposed three-year MOU. If approved, the economic terms of the proposed MOU will take effect upon adoption for the July 28, 2022 pay date.

## **STAKEHOLDERS/OUTREACH**

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N/A

## **FISCAL IMPACT**

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The primary costs of this proposed three-year agreement, as set forth in these Resolutions, are related to compensation adjustments in the first and third years of the contract (offset by an increase in cost-sharing in the first year), as well as an additional salary step in the third year of the agreement. The year one costs can be absorbed in the Department’s current budget. Future year costs will be incorporated into FY 2023/2024 and FY 2024/2025 budget. The breakdown in costs in total compensation and benefits over the course of the three years of this proposed MOU agreement is listed below:

2022/2023	\$ 56,940
2023/2024	\$ 59,636
2024/2025	\$240,429
<b>Total</b>	<b>\$357,005</b>

## **ENVIRONMENTAL REVIEW (CEQA/NEPA)**

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N/A

## **CAMPAIGN DISCLOSURE**

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This item is exempt from campaign disclosure requirements.

## **ALTERNATIVES**

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Alternative 1: Approve Resolution as submitted.

Alternative 2: Not approve Resolution as submitted.

Alternative 3: The City Council may consider any other alternative not proposed by staff.

## **ADMINISTRATIVE ACTION**

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### **Submitted by:**

Aymee Martin, Interim Director of Human Resources

### **Approved by:**

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

## **EXHIBITS/ATTACHMENTS**

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- 1) Text of proposed Memorandum of Understanding between the City of Glendale and Glendale Management Association (GMA) – Three-year agreement commencing July 1, 2022 through June 30, 2025.
- 2) Exhibit A – Classification and Compensation Resolution, which contains salary range amounts for classifications covered by the GMA bargaining group.