

## **RESOLUTION NO. 2023-43**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY  
APPROVING A FIRST AMENDMENT TO THE MEMORANDUM OF  
UNDERSTANDING (MOU) BETWEEN THE CITY OF SUISUN CITY AND THE  
SUISUN CITY FIREFIGHTERS' ASSOCIATION EFFECTIVE JULY 1, 2022,  
THROUGH JUNE 30, 2023, TO AMEND MOU PROVISIONS PERTAINING TO  
COMPENSATION**

**WHEREAS**, on July 19, 2022 the City Council approved the Memorandum of Understanding between the City of Suisun City (City) and the Suisun City Firefighters' Association (SCPFA), effective July 1, 2022 through June 23, 2023 (SCPFA MOU 2022-23) with the adoption of Resolution No. 2022-102; and

**WHEREAS**, the City and SCFA's authorized labor relations representatives met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act (MMBA)(Gov't Code Sections 3500-3511) regarding certain proposed modifications in the SCPFA MOU 2022-23 pertaining to compensation; and

**WHEREAS**, the City Council now desires to accept, approve, and adopt the First Amendment to the SCPFA MOU 2022-23 (attached hereto as Exhibit "A"); and

**WHEREAS**, any additional costs of the First Amendment to the SCPFA MOU 2022-23 will not require additional budget appropriations for this fiscal year.

**NOW THEREFORE, BE IT RESOLVED** by the City Council of the City of Suisun City as follows:

**Section 1.** The recitals set forth above are true and correct and incorporated herein by this reference.

**Section 2.** The First Amendment to the SCPFA MOU 2022-23, attached hereto as Exhibit “A.” is hereby accepted, approved, and adopted.

**Section 2.** The First Amendment to the SCPFA MOU 2022-23, attached hereto as Exhibit "A," is hereby accepted, approved, and adopted.

**Section 3.** Effective Date. This Resolution is effective May 12, 2023.

**PASSED AND ADOPTED** at a Regular Meeting of said City Council of the City of Suisun City duly held on Tuesday, the 2nd day of May 2023, by the following vote:

**AYES:** Councilmembers: Dawson, Osum, Pal, Washington, Mayor Hernandez  
**NOES:** Councilmembers: None  
**ABSENT:** Councilmembers: None  
**ABSTAIN:** Councilmembers: None

WITNESS my hand and the seal of said City this 2nd day of May 2023.

Anita Skinner  
City Clerk

## Exhibit A: First Amendment to the SCPFA MOU 2022-23

FIRST AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF SUISUN CITY AND THE SUISUN CITY  
PROFESSIONAL FIREFIGHTERS' ASSOCIATION EFFECTIVE JULY 1, 2022  
THROUGH JUNE 30, 2023

This First Amendment to the Memorandum of Understanding between the City of Suisun City and the Suisun City Professional Firefighters' Association effective July 1, 2022 through June 30, 2023 (SCPFA MOU 2022-23) is made and entered into by and between the City of Suisun City, a municipal corporation (City), and the Suisun City Professional Firefighters' Association (SCPFA).

R E C I T A L S:

WHEREAS, on September 21, 2021, the City Council approved the Tentative Agreement between the City of Suisun City and the SCPFA confirming compensation and benefits for represented Fire Unit Members with the adoption of Resolution No. 2021-95;

WHEREAS, on July 19, 2022, the City Council approved the SCPFA MOU 2022-23 with the adoption of Resolution No. 2022-102;

WHEREAS, the City and SCPFA's authorized labor relations representatives met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act (MMBA), Gov't Code Sections 3500-3511, regarding certain modifications to the SCPFA MOU 2022-23;

WHEREAS, the City and SCPFA now desire to amend the SCPFA MOU 2022-23 to modify salary compensation provisions of the SCPFA MOU 2022-23, which modified terms were ratified by the SCPFA membership and then signed by the authorized representatives parties.

NOW, THEREFORE, it is hereby agreed that the SCPFA MOU 2022-23 is amended in the following particulars only and made effective as indicated:

Article 8, Section 1 of the SCPFA MOU 2022-23, entitled "Salaries," shall be amended to read as follows (deletions in ~~strikethrough~~; additions in ***bold italics***):

1. Salaries. Assuming funding pursuant to the American Rescue Plan Act of 2021 as a condition precedent, the City proposes to provide additional pay to all bargaining unit employees as follows:<sup>5/</sup>

A. The City will provide a \$6.00 per hour non-pensionable additional pay on top of the base pay rate for all represented safety job classes *up through and until May 11, 2023*.

B. Payments will be made on a bi-weekly basis.

C. ~~All the additional pay hourly increases authorized herein will sunset June 30, 2023.~~

D. *Effective May 12, 2023, the City will provide base hourly wage increases of \$6 per hour to the wage range and to the employee's position within that range for all represented fire safety job classes.*

- E. Providing base wage increase to the employee's position within the range will decrease the differential between steps to less than 5% as identified in the new alpha numerical salary ranges established for these classifications.*
- F. New hires starting May 12, 2023, in these classifications will be hired into the base numerical range which maintains 5% differential between each step in the range. The alpha salary range will be eliminated once all affected employees in the alpha numeric range reach top step, or through attrition, whichever comes first. The affected employees in the alpha numeric ranges will be transitioned to the base numerical range once they reach the top step.*

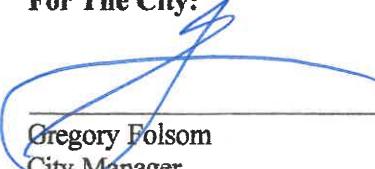
The representatives of the City and of the SCPFA have jointly prepared this First Amendment to the SCPFA MOU 2022-23, and jointly presented to City Council of the City of Suisun City for determination pursuant to Government Code section 3505.1. Except as expressly provided for in this First Amendment to the SCPFA MOU 2022-23, all other provisions of the SCPFA MOU 2022-23 shall remain in full force and effect. The parties also acknowledge that this First Amendment to the SCPFA MOU 2022-23 shall not be in full force and effect until adopted by resolution by the City Council of the City of Suisun City. Subject to the foregoing and in witness whereof, this First Amendment is hereby executed by the authorized representatives of the City and the SCPFA and entered into as of this *21st day of April 2023*.

**IT IS SO AGREED:**

[SIGNATURES ON NEXT PAGE]

FIRST AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SUISUN CITY AND THE SUISUN PROFESSIONAL FIREFIGHTERS' ASSOCIATION EFFECTIVE JULY 1, 2022 THROUGH JUNE 30, 2023

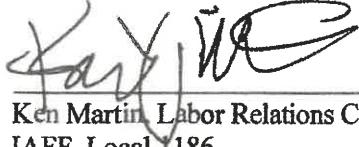
For The City:

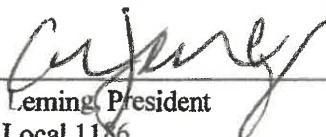
  
Gregory Folsom  
City Manager

  
Christina Penland  
Human Resources Administrator

  
Kris Lofthus  
Deputy City Manager

For SCPFA:

  
Ken Martin, Labor Relations Consultant  
IAFF, Local 1186

  
Aaron Leming, President  
IAFF, Local 1186

  
Christopher Lujan, Vice President  
IAFF, Local 1186

Approved as to form  
Aleshire & Wynder, LLP

  
Elena G. Gerli, City Attorney