

**SIDE LETTER OF AGREEMENT BETWEEN THE
CITY OF FOUNTAIN VALLEY AND
ORANGE COUNTY EMPLOYEES' ASSOCIATION FOR THE GENERAL
EMPLOYEES' ASSOCIATION**

This Side Letter of Agreement ("Side Letter") between the CITY OF FOUNTAIN VALLEY ("City") and the FOUNTAIN VALLEY GENERAL EMPLOYEES' ASSOCIATION ("FVMEA") (collectively, "Parties") regarding a Memorandum of Understanding ("MOU") effective July 1, 2021, through June 30, 2024 in regards to compensation:

WHEREAS, pursuant to Article 6, Section 6.01 – Compensation, the Parties agreed to undertake a compensation survey with the goal of ensuring that the total compensation of the employees in the unit is at least at 50% of the average market value within the designated labor market. The Parties further agreed that once the results of the compensation survey was completed they would meet and confer in good faith for additional compensation increases, if any, to bring each classification to the market average in total compensation. Finally, Section 6.01 – Compensation also provides in relevant part:

Any additional compensation increases, as agreed upon by the parties, shall be implemented in the pay period containing January 7, 2022, January 6, 2023 and January 5, 2024; shall not surpass four percent (4%) of the bargaining unit's total compensation in any one of those years.

WHEREAS, the Parties have met and conferred over the results of the compensation survey and the additional compensation increases produced thereby.

NOW, THEREFORE, the Parties hereby agree to amend the MOU as follows:

1. Section 6.01 Compensation:

The parties agree that upon adoption of this Side Letter, active members in classifications represented by this unit eligible to receive adjustments to the City's schedule of base salary rates for classifications covered under this agreement outlined in Attachment 1.

2. Except as modified in this Amendment, all terms and conditions of the Memorandum of Understanding as amended shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Amendment to the Memorandum of Understanding on August 23, 2022.

APPROVED AS TO FORM:



By _____
COLIN BURNS
Attorney for the City

ATTEST:

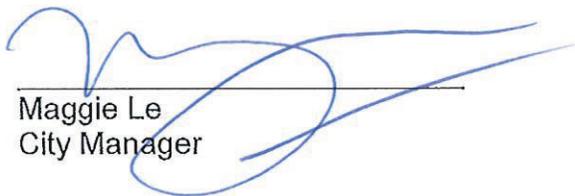


RICK MILLER
Clerk of the Council

CITY OF FOUNTAIN VALLEY:



PATRICK HARPER
Mayor



Maggie Le
City Manager

FOUNTAIN VALLEY GENERAL
EMPLOYEES' ASSOCIATION:



Tim Davis



Monica Kerr

Jessica Salazar
OCEA

APPROVED AS TO FORM:

By _____
COLIN BURNS
Attorney for the City

ATTEST:

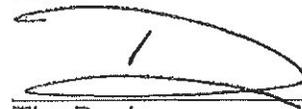
CITY OF FOUNTAIN VALLEY:

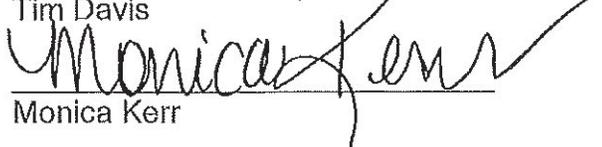
RICK MILLER
Clerk of the Council

PATRICK HARPER
Mayor

Maggie Le
City Manager

FOUNTAIN VALLEY GENERAL
EMPLOYEES' ASSOCIATION:


Tim Davis


Monica Kerr

Jessica Salazar

Jessica Salazar
OCEA

ATTACHMENT 1

FVGEA		COMP STUDY Rounding- Total 3 Year Increase (12% max)	1/1/2022 (4% max)	1/1/2023 (4% max)	1/1/2024 (4% max)
G02	Accountant	5.50%	4%	1.50%	0%
G03	Accounting Technician I	5.50%	4%	1.50%	0%
G04	Accounting Technician II	5.50%	4%	1.50%	0%
G79	Administrative Assistant	5.25%	4%	1.25%	0%
G77	Administrative Specialist	5.25%	4%	1.25%	0%
G73	Assistant Engineer	5%	4%	1%	0%
G55	Assistant Planner	7.75%	4%	3.75%	0%
G61	Building Inspector	2%	2%	0%	0%
G49	Code Enforcement Officer	5.25%	4%	1.25%	0%
G12	Community Services Officer	11.75%	4%	4%	3.75%
G24	Dispatcher	12%	4%	4%	4%
G30	Engineering Technician I	4.75%	4%	0.75%	0%
G29	Engineering Technician II	4.75%	4%	0.75%	0%
G31	Engineering Technician III	4.75%	4%	0.75%	0%
G50	Fire Prevention Specialist	12%	4%	4%	4%
G72	Fire Prevention Analyst	12%	4%	4%	4%
G80	New Housing Analyst	7.25%	4%	3%	0%
G52	Housing Technician	5.25%	4%	1.25%	0%
G84	Human Resources Technician	12%	4%	4%	4%
G10	Identification Technician	11.50%	4%	4%	3.5%
G57	Information Technology Technician	5.75%	4%	1.75%	0%
G83	Sr. Accounting Technician	5.50%	4%	1.50%	0%
G81	Lead Code Enforcement Officer	5.25%	4%	1.25%	0%
G25	Lead Dispatcher	12%	4%	4%	4%
G86	Lead Information Technology Technician	5.75%	4%	1.75%	0%
G08	Lead Records Clerk	11.25%	4%	4%	3.25%
G74	Management Aide	7.25%	4%	3.25%	0%
G87	Permit Technician	7.25%	4%	3.25%	0%
G56	Plan Check Engineer	8%	4%	4%	0%
G54	Public Works Inspector	4%	4%	0%	0%

G	Records Clerk I	11.25%	4%	4%	3.25%
G09	Records Clerk II	11.25%	4%	4%	3.25%
G76	Recreation Coordinator	10.25%	4%	4%	2.25%
G14	Secretary	5.25%	4%	1.25%	0%
G85	Supervising Records Clerk	11.25%	4%	4%	3.25%

**SIDE LETTER OF AGREEMENT BETWEEN
CITY OF FOUNTAIN VALLEY AND
FOUNTAIN VALLEY POLICE OFFICERS' ASSOCIATION**

This Side Letter of Agreement ("Side Letter") between the CITY OF FOUNTAIN VALLEY ("City") and the FOUNTAIN VALLEY POLICE OFFICERS' ASSOCIATION ("Association") (collectively, "Parties") is entered into with respect to the following:

WHEREAS, the Parties have entered into a Memorandum of Understanding (MOU) that is effective July 1, 2021, through June 30, 2024; and

WHEREAS, Section 4.07 A.5. was added to the 2021-2024 MOU language to designate the Personnel and Training Assignment from other special assignments and define the premium pay associated with this assignment.

WHEREAS, the Parties have met and conferred over the language in Section 4.07 A.5., to clarify the current special assignment pay for the Personnel and Training Premium thereby.

NOW, THEREFORE, the Parties hereby agree as follows:

1. Section 4.07 – Specialty Assignment Pay – Sub-section A.5. – Personnel and Training Premium - is modified to:

Defined as compensation to employees who are routinely and consistently assigned to Personnel and Training division duties, effective the pay period including July 1, 2021, sworn non-management police personnel assigned to Personnel and Training will receive Personnel and Training Premium in the amount of \$145 per month. Effective in the pay period including January 1, 2024 this premium will increase from \$145 per month to \$400 per month.

2. Except as modified in this Amendment, all terms and conditions of the Memorandum of Understanding as amended, shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Amendment to the Memorandum of Understanding on August 23, 2022.

APPROVED AS TO FORM:

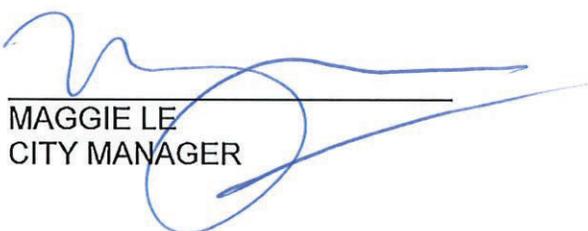

By _____
COLIN BURNS
Attorney for the City

ATTEST:


RICK MILLER
Clerk of the Council

CITY OF FOUNTAIN VALLEY:


PATRICK HARPER
Mayor


MAGGIE LE
CITY MANAGER

FOUNTAIN VALLEY POLICE
OFFICERS' ASSOCIATION:


ISAAC MARQUEZ
President