



Agenda Item No: 1.h

## **PLACENTIA CITY COUNCIL AGENDA REPORT**

Meeting Date: October 21, 2025

Submitted by: Alice Burnett

From: Human Resources

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### **Subject:**

RESOLUTION TO ADOPT A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PLACENTIA AND THE PLACENTIA FIREFIGHTERS' ASSOCIATION

### **Financial Impact:**

#### Fiscal Impact:

#### Placentia Firefighters Association

Year 1: Estimated \$283,000 increase to FY25-26 total compensation

Year 2: Estimated \$ 64,500 increase to FY26-27 total compensation

Total: Estimated \$347,500 increase for term of agreement

### **Summary:**

The City and the Placentia Firefighters' Association have engaged in good faith labor negotiations and have reached terms on the wages, hours, and working conditions for their respective employees.

### **Recommendation:**

Recommended Action: It is recommended that the City Council:

1. Adopt Resolution No. R-2025-59, approving the terms between the City and the Placentia Firefighters' Association (PFA); and
2. Adopt Resolution No. R-2025-64, Budget Amendment for PFA Compensation Plan; and
3. Authorize the City Administrator to execute a Memorandum of Understanding (MOU) based upon the terms for PFA on behalf of the City, in a form approved by the City's Labor Counsel.

### **Strategic Plan Statement:**

There is no specific strategic planning goal or objective associated with this agenda item.

### **Discussion:**

The MOU between the City and the PFA expired on June 30, 2025. City representatives have been in discussion with the labor group representatives during the past six months. Based upon City Council direction and with cooperation from the bargaining unit, the negotiations process has been successfully completed between the City and the PFA.

The terms for this MOU include the following compensation and benefit adjustments:

1. Term: July 1, 2025 – June 30, 2027.

2. Compensation: 6% market rate adjustments for PFA classifications effective the full pay period of July 2025.
3. FLSA Period: Decrease the FLSA period from 24 days to 18 days.
4. Patrol Engineer: Eliminates the Patrol Engineer from operations and the salary schedule.
5. New Hire Probationary Period: Adopt a 12-month probationary period for all new hires.
6. Medical Contribution: Increase city contributions effective July 1, 2025, to \$735/month for employee only, \$1,542/month for employee+1, and \$1,972/month for employee +2 or more and effective January 1, 2026, to \$744/month for employee only, \$1,623/month for employee +1, and \$2,076/month for employee +2 or more.
7. Personal Time Off (PTO) - Increase PTO Accrual rate to fifty-six hour work week over the course of the contract and maximum accumulation cap of 360 hours.
8. Retirement Contribution - Increase contribution rate from 10% to 11% base salary only effective July 1, 2025, 11% to 12% base salary only effective July 1, 2026.
9. Holiday Closure pay: Converts Holiday Closure Bank to 2% salary adjustment effective January 1, 2026.
10. Contract Language: The contract language has been reviewed and revised for clarity, conformance with applicable laws, and to reflect the actual practices within the City. The contract language revisions, while significant, are not economic items and are intended to communicate more clearly the parties' agreements.
11. All other components shall remain in the Memorandum of Understanding and will remain in full force and effect for the term of the agreement.

**Fiscal Impact Summary:**

The total cost for the market rate adjustments is estimated to be \$283,000 in year one and \$64,500 in year two. The total cost of the compensation plan estimated to be \$347,500 for the term of the agreement.

**Attachments**

[Resolution No. R-2025-59\\_PFA.docx](#)

[Attachment 2 - Resolution R-2025-64 - Budget Amendment for PFA Compensation Plan.docx](#)

[Placentia Fire MOU 2025-27 - for Council Adoption.pdf](#)