



# STAFF REPORT

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February 28, 2024  
File Number 0740-30

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## **SUBJECT**

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ESCONDIDO AND THE ESCONDIDO FIREFIGHTERS' ASSOCIATION**

## **DEPARTMENT**

Human Resources Department

## **RECOMMENDATION**

Request the City Council adopt Resolution No. 2024-22, approving a one-year Memorandum of Understanding ("MOU") between the City of Escondido ("City") and the Escondido Firefighters' Association ("Association"), commencing January 1, 2024, through December 31, 2024.

Staff Recommendation: Approval (Human Resources: Jessica Perpetua, Director of Human Resources)

Presenter: Jessica Perpetua, Director of Human Resources

- a) Resolution No. 2024-22

**ESSENTIAL SERVICE** – Yes, Internal requirement in support of Fire Services.

**COUNCIL PRIORITY** – Improve Public Safety

## **FISCAL ANALYSIS**

There is no fiscal impact to the General Fund. The agreement provides a \$2,000 stipend to eligible employees funded by the Premium Pay provision of the American Rescue Plan Act ("ARPA").

## **PREVIOUS ACTION**

On December 7, 2022, City Council voted to adopt the MOU between the Association and the City of Escondido, for a one-year term that expired on December 31, 2023.

## **BACKGROUND**

The City Council provided policy and negotiating authority to the City Manager in closed session. Thereafter, both City staff and Association representatives met quickly and efficiently to reach terms of an agreement. Both parties understand the importance of maintaining good labor relationships to serve the community.



# CITY *of* ESCONDIDO

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The one-year MOU includes a \$2,000 one-time stipend to eligible employees. To be eligible, an employee must be currently employed by the City and have worked for the City between March 2020, and April 10, 2023. The MOU also includes several administrative changes.

Members of the Association voted in support of the terms and conditions of this agreement. Likewise, City staff recommends approval.

### **RESOLUTIONS**

- a. Resolution No. 2024-22
- b. Resolution No. 2024-22 – Exhibit “A” MOU between the City of Escondido and the Escondido Firefighters’ Association