



Agenda Item

City Council

Item #: 3.15.

8/12/2025

File #: 25-0415

TO: Honorable Mayor and Members of the City Council

THRU: Jarad Hildenbrand, City Manager

FROM: Monica Espinoza, Human Resources Director

1. SUBJECT

Side Letter Agreement between the City of Orange and the Orange City Firefighters, Inc. Local 2384 of the International Association of Fire Fighters, AFL-CIO. Resolution No. 11627.

2. SUMMARY

Resolution No. 11627. A Side Letter Agreement between the City of Orange and the Orange City Firefighters, Inc. Local 2384 of the International Association of Fire Fighters, AFL-CIO to update administrative language from Crime Scene Investigator premium to Fire Investigator premium.

3. RECOMMENDED ACTION

1. Adopt Resolution No. 11627. A Resolution of the City Council of the City of Orange establishing a side letter agreement between the City of Orange and the Orange City Firefighters, Inc. Local 2384 of the International Association of Fire Fighters, AFL-CIO, effective July 1, 2020, through and including June 30, 2026.
2. Authorize staff to implement terms and incorporate the Side Letter Agreement into a future Memorandum of Understanding.

4. FISCAL IMPACT

None.

5. STRATEGIC PLAN GOALS

Goal 1: Maintain Strong Emergency and Safety Services

6. DISCUSSION AND BACKGROUND

The City recently became aware that the California Public Employees' Retirement System (CalPERS) reviewed the Memorandum of Understanding (MOU) for the Orange City Firefighters, Inc. Local 2384 of the International Association of Fire Fighters, AFL-CIO as part of a compensation review for an employee who filed for retirement.

As part of this analysis, CalPERS determined that compensation for employees routinely and consistently assigned to investigate causes of destructive burning had been reported as Crime Scene Investigator premium based on the current MOU rather than Fire Investigator premium, pursuant to California Code of Regulations (CCR) 571(a)(4) and 571.1(a)(3).

In order to rectify this matter, a Side Letter Agreement (SLA) is required. CalPERS recommends

applying a five-year look-back period as a precaution. This premium only applies to a single classification of Fire Inspector/Investigator. Finally, both the SLA and MOU shall remain operative.

7. ATTACHMENT

- Resolution No. 11627