



Agenda Item

City Council

Item #: 9.1.

2/25/2025

File #: 25-0069

TO: Honorable Mayor and Members of the City Council

THRU: Tom Kisela, City Manager

FROM: Monica Espinoza, Human Resources Director

1. SUBJECT

Amendments to Memorandum of Understanding between the City of Orange and the Orange City Fire Management Association, Executive Management and Senior Management employees' classification terms, and Citywide Pay Schedule in accordance with the requirements of California Code of Regulations, Title 2 Section 570.5. Resolution Nos. 11598, 11599, and 11600.

2. SUMMARY

Resolution No. 11598 amends the Memorandum of Understanding (MOU) between the City of Orange and the Orange City Fire Management Association, incorporating the classifications of Senior Emergency Medical Services Manager and Emergency Medical Services Manager from the Senior Management Resolution into the Orange City Fire Management Association.

Resolution No. 11599 amends the Executive and Senior Management employees' terms by transferring the classifications of Senior Emergency Medical Services Manager and Emergency Medical Services Manager from the Senior Management Resolution into the Orange City Fire Management Association.

Resolution No. 11600 amends the Citywide Pay Schedule in accordance with the requirements of California Code of Regulations, Title 2 Section 570.5 to solely reflect bargaining group changes.

3. RECOMMENDED ACTION

1. Adopt Resolution No. 11598. A Resolution of the City Council of the City of Orange rescinding Resolution No. 11494 and all amendments thereto and approving the Memorandum of Understanding between the City of Orange and the Orange City Fire Management Association concerning classification matters effective July 1, 2023, through and including June 30, 2026.
2. Adopt Resolution No. 11599. A Resolution of the City Council of the City of Orange rescinding Resolution No. 11577 and all amendments thereto and approving provisions relating to the classification terms of employment of Executive and Senior Management employees.
3. Adopt Resolution No. 11600. A Resolution of the City Council of the City of Orange rescinding Resolution No. 11588 and amending the Citywide Pay Schedule in accordance with the requirements of California Code of Regulations, Title 2 Section 570.5.

4. FISCAL IMPACT

While there is no fiscal impact to base salary for these classifications, the classifications of Senior Emergency Medical Services Manager and Emergency Medical Services Manager are now eligible for overtime pay.

Additionally, these classifications will continue to receive a uniform allowance of \$400.00 annually and eligibility to receive educational incentive pay of \$550.00 per month.

5. STRATEGIC PLAN GOALS

Goal 4: Improve Employee Retention and Recruitment

Objective 4.5: Implement Succession Planning Strategies

6. DISCUSSION AND BACKGROUND

Pursuant to Council direction at their February 11, 2025 meeting, and in accordance with the Myers' Miliias Brown Act, the City and the Orange City Fire Management Association met and conferred regarding classification transfer matters. Over time, the non-sworn classifications of Senior Emergency Medical Services Manager and Emergency Medical Services Manager have evolved, taking on greater responsibilities in support of the Orange Fire Department.

The Senior Emergency Medical Services Manager is a unique, safety-sensitive position that plays an integral role within the Operations Division. This classification is actively involved in all organizational decision-making and participates in large-scale incidents within City boundaries.

While there is only one incumbent in the Senior Emergency Medical Services Manager classification, the Emergency Medical Services Manager is within the same job classification series. As a best practice, both classifications should move simultaneously together, effective March 23, 2025 to allow for implementation changes.

Finally, while there are no changes to the base salary, it is necessary to bring forward the Citywide Pay Schedule to solely reflect the bargaining group changes.

7. ATTACHMENTS

- Resolution No. 11598
- Resolution No. 11599
- Resolution No. 11600