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MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF SIERRA MADRE

AND

SIERRA MADRE PROFESSIONAL FIREFIGHTERS ASSOCIATION
LOCAL 5216

JULY 1, 2026 — JUNE 30, 2028

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SECTION 1 — GENERAL PROVISIONS

I. PREAMBLE

The Sierra Madre Professional Firefighters Association, Local 5216 (hereinafter referred to as "The Association" or "SMPFA") and the City of Sierra Madre (hereinafter referred to as "The City") have met and conferred in good faith consistent with Section 3500 et seq. of the California Government Code and have reached agreement.

The purpose of this Memorandum of Understanding (MOU) is to set forth the full and complete agreement between the parties regarding wages, hours, and all other terms and conditions of employment. This MOU represents the entire Agreement between the parties and expresses all negotiated contractual rights, obligations, and understandings.

The parties mutually acknowledge that this Agreement has been established pursuant to Section 3505.1 of the California Government Code and is the result of good-faith negotiations between the City and the recognized Employee Organization.

II. PERSONNEL RULES AND REGULATIONS

This Agreement is intended to be used in conjunction with the City of Sierra Madre Personnel Rules and Regulations. The Personnel Rules and Regulations address items including, but not limited to, employee evaluations, personnel files, and the computer loan program. Current Rules and Regulations of the City that do not deal with matters covered by this Agreement shall remain in full force and effect.

III. IMPLEMENTATION

This Agreement constitutes a mutual recommendation to be jointly submitted to the City Council of the City of Sierra Madre. It is agreed that this Agreement shall not be binding upon the parties either in whole or in part unless and until the City Council acts, by a majority vote, formally to approve and adopt said Agreement.

IV. RECOGNITION

In accordance with State law, the provisions of the City's Employer-Employee Relations Resolution, and the formal recognition granted to the Association, the City recognizes the Sierra Madre Professional Firefighters Association, Local 5216, as the exclusive representative for all safety personnel in the following classifications:

- Administrative Fire Captain
- Fire Captain/Paramedic
- Fire Captain
- Fire Engineer/Paramedic
- Fire Engineer
- Firefighter/Paramedic
- Fire Fighter

The Deputy Fire Chief is a separate and distinct management classification and is not included in the bargaining unit represented by the Sierra Madre Professional Firefighters Association, Local 5216.

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Such recognition includes representation on all matters relating to employer-employee relations, including but not limited to wages, hours, working conditions, and all terms and conditions of employment for Members within the bargaining unit.

VI. SCOPE

Management Rights

In order to ensure that the City of Sierra Madre is able to effectively carry out its responsibilities to provide continuous public services, the City retains the sole and exclusive right, responsibility, and authority to determine its mission, purpose, objectives, and policies, except as specifically abridged by this Memorandum of Understanding.

Such rights include, but are not limited to, the right to determine standards and levels of service; determine the operations to be performed; direct employees; assign work; establish and modify work schedules and assignments as necessary; determine staffing and the personnel by which City operations are to be conducted; determine procedures and standards for selection, employment, and promotion; take disciplinary action; relieve employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the content of job classifications; and establish and enforce dress and grooming standards.

The City further retains the right to determine the standards and levels of service to be provided; the operations to be performed; and the utilization of technology, apparatus, tools, and equipment. This includes the exclusive authority to determine which equipment is purchased and used within the Fire Department, methods of operation, and overall budget matters.

Employee Rights

Each employee shall have the following rights, which may be exercised in accordance with all applicable laws, ordinances, rules and regulations, and provisions of this Memorandum of Understanding:

- The right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on matters of employer-employee relations with the City, and the right to refuse to join or participate in the activities of any employee organization.
- The right to pay dues to such employee organizations through regular payroll deduction.
- The right to be free from interference, intimidation, restraint, coercion, discrimination, or reprisal from membership or non-membership in any employee organization or with respect to any lawful activity associated therewith within the scope of representation.
- The right to present themselves individually in employer-employee relations with the City.
- The right to review their personnel files by making a request in writing to the Human Resources Department or the Fire Chief.

Association Representation

Subject to the operational needs of the Department and approval of the Fire Chief or designee, a duly designated Association representative shall be permitted reasonable release time from regularly scheduled duties, without loss of compensation, for the following purposes:

1. To represent a bargaining unit employee in the presentation or processing of a grievance, disciplinary matter, or other proceeding in which the employee is entitled to Association representation; and

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2. To meet with City management representatives regarding matters of employer-employee relations within the scope of representation.

Requests for release time shall be made in advance whenever reasonably practicable and shall identify the general purpose of the request and the anticipated duration. Approval shall not be unreasonably withheld; however, release time may be delayed or denied when operational needs, staffing requirements, emergency conditions, or other Department needs require the employee's presence.

Association representatives and represented employees shall return to their assigned duties promptly upon completion of the authorized activity.

Nothing in this Section shall limit release time otherwise required by applicable law. Except as otherwise expressly provided by this Memorandum of Understanding or required by law, attendance at Association conferences, conventions, meetings, training activities, or other internal Association business shall not constitute paid City time unless specifically approved in advance by the Fire Chief or designee.

Association Dues

Upon the receipt of a certified list of employees who have executed voluntary written authorization for deduction of Association "dues," the City shall withhold such dues and deductions from the salary of the employee on a bi-weekly payroll basis and remit the withholdings to the Association in a timely manner. The City shall continue to withhold such deductions unless it is notified by the Association of a change of dues deduction status of the employee. The Association shall immediately notify the City of any change of an employee's dues deduction status, and at least 30 days in advance for the change to be effective in the next payroll. The Association will assume responsibility for notifying current and future members in writing of membership maintenance requirements and terms of cancellation. The Association agrees to indemnify and hold the City harmless for any loss or damages, including attorney's fees and costs, for claims arising from the operation of this section, including claims for deductions made in reliance on the Association's representations and certifications regarding employee dues deduction authorizations.

Association Representatives

An employee shall be allowed to designate a representative to assist in preparing and presenting grievances, preparing and processing material for disciplinary hearings, and preparing and presenting material for any legitimate employer-employee relations matter for which representation is granted pursuant to existing law. The representative may be a member of the Association, provided the representative is not potentially involved in the matter.

Bulletin Boards

The City shall provide designated bulletin board space in Fire Department facilities for use by the Association to post notices, announcements, and information related to Association business. Materials posted shall be limited to legitimate Association business and shall not contain confidential information, commercial advertising, unlawful discrimination, harassing or retaliatory material, defamatory statements, or partisan political campaign materials.

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The Association shall be responsible for posting and removing its materials and for maintaining the designated bulletin board in an orderly condition. Outdated materials shall be removed within a reasonable time.

Posting of Association materials shall be limited to the designated bulletin board locations unless otherwise approved by the Fire Chief or designee.

VII. NON-DISCRIMINATION

The City and the Association agree that the provisions of this Memorandum of Understanding shall be administered in accordance with applicable federal and State laws prohibiting unlawful discrimination.

Nothing in this Memorandum of Understanding shall interfere with the rights of employees to engage in, or refrain from engaging in, lawful Association activities as provided by applicable law.

VIII. MODIFICATION AND MAINTENANCE OF BENEFITS

Any agreement, alteration, understanding, variation, waiver, or modification of the terms or provisions of this Memorandum of Understanding shall not be binding upon the parties unless it is reduced to writing, signed by all parties, and, when required, approved and implemented by the City Council.

IX. SAVING CLAUSE

If any provision of this Memorandum of Understanding is rendered invalid or unenforceable by legislation, regulation, court decision, or other governmental authority with appropriate jurisdiction, such invalidation shall not affect the remaining terms of this Agreement, which shall remain in full force and effect.

X. IMPASSE

If the parties have exhausted all reasonable efforts to reach agreement during negotiations, any resulting impasse shall be resolved in accordance with the City's established impasse procedures. In addition, the Association may request that unresolved issues be submitted to a fact-finding panel in accordance with the procedures set forth in the Meyers-Milias-Brown Act (MMBA).

XI. PROVISIONS

This Agreement is subject to all current and future applicable federal and state laws and regulations. If any part or provision of this Agreement is in conflict with such applicable provisions of federal or state law or regulations, or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded by such applicable law or regulations, and the remainder of the Agreement shall not be affected.

The Association and/or the City shall have the right to meet and confer within thirty (30) days concerning any provision so affected. This Agreement shall supersede all City rules and City Policies. Current rules, regulations, and ordinances of the City that do not deal with matters covered by this Agreement shall remain in full force and effect.

XII. EFFECT

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This Agreement shall remain in full force and effect until a new Memorandum of Understanding is negotiated by the City and the Association and said Memorandum of Understanding has been approved and ratified by both the Association and the City.

In exercising the above rights, the City shall comply with all applicable provisions of this Agreement and shall not be subject to the grievance procedure herein, provided the City has complied with all applicable provisions of the Agreement and all applicable State laws.

XIII. TERM OF MEMORANDUM

This MOU shall remain in full force and effect from July 1, 2026 to June 30, 2028.

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SECTION 2 — COMPENSATION

I. PAY FOR TIME WORKED

Salary Schedule

Effective July 12, 2026 (FY 2026/27), base pay for all classifications shall be increased by 2.0% COLA.

Effective the first full pay period following July 1, 2027 (FY 2027/28), base pay for all classifications shall be increased by 2.0% COLA.

II. SHIFTS

Fire Suppression Personnel are normally assigned shifts beginning at 0700 hours. Employees will generally work four (4) twenty-four (24) hour rotating shifts in a 12-day cycle. An employee's regular work schedule will generally consist of fifty-six (56) hours per week or 2,920 hours per year. All hours worked over ninety-one (91) in the 12-day FLSA work period will be compensated in accordance with the FLSA.

The employee's base hourly rate shall be calculated by dividing the employee's annual salary in the published and applicable salary matrix by 2,920. For example: if the Fire Captain's annual salary is $99,168, the base hourly rate would be calculated as follows: $99,168 ÷ 2,920 = $33.96/hour.

III. SHIFT TRADES

Subject to the approval of the Fire Chief or designee, employees may trade shifts among themselves within the policies set by the Department. The Fire Chief or designee establishes the employees' schedules to meet the needs of the Department. A shift trade under this section results in one (1) employee working the shift of another employee, or a portion thereof. The employee working the extra shift shall receive no overtime compensation for doing so, nor shall those hours be counted toward FLSA overtime.

IV. DUTY HOURS

Duty time shall consist of four (4) twenty-four (24) hour shifts within each 12-day FLSA work period established pursuant to Section 7(k) of the Fair Labor Standards Act. Duty schedules are defined as an employee's regularly assigned hours of the day and days of the week.

Shift: For example, one shift is defined as twenty-four (24) consecutive hours over a two-calendar-day period, beginning at 7:00 a.m. on the first day and ending at 7:00 a.m. on the following day.

Hourly rates for Members assigned to a 56-hour schedule shall be calculated by dividing the employee's annual compensation by 2,920 hours.

Day: A day is defined as a 24-hour shift.

The scheduling of duty hours and shifts is a management right; however, should the City consider a change to the current 7:00 a.m. shift start time, the Association agrees to meet and confer with the City regarding the proposed change.

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Administrative Fire Captain

The duty schedule provisions applicable to employees assigned to a 56-hour fire suppression schedule shall not apply to the Administrative Fire Captain.

The Administrative Fire Captain shall be assigned to a regular 40-hour-per-week work schedule, equivalent to 2,080 hours annually. The employee's regular workdays and work hours shall be established by the Fire Chief or designee based upon the operational and administrative needs of the Department.

The Administrative Fire Captain shall not be regularly assigned to twenty-four (24) hour shifts and shall not be considered assigned to the 56-hour suppression schedule for purposes of calculating regular hours or hourly rates.

For purposes of calculating the hourly rate of pay for the Administrative Fire Captain, the employee's annual compensation shall be divided by 2,080 hours.

For the Administrative Fire Captain, a "day" shall mean the employee's regularly scheduled workday, based upon the employee's assigned work schedule.

Transition to Administrative Fire Captain

An employee assigned from an operational Fire Captain position to the Administrative Fire Captain position may, at the discretion of the Fire Chief, be provided a six (6) month transition period beginning on the effective date of the assignment.

Should a 6-month transition period be authorized by the Fire Chief, then the following terms shall apply. During the transition period, the employee shall work the schedule and be subject to the hours of work provisions applicable to the Administrative Fire Captain position. However, for the duration of the transition period, the employee shall continue to receive the compensation and economic benefits the employee was receiving as an operational Fire Captain immediately prior to the assignment, including any holiday, certification, or other assignment-related compensation otherwise discontinued as a result of the change in assignment.

If the employee is permanently appointed to the Administrative Fire Captain position at the conclusion of the six (6) month transition period, the employee shall thereafter receive only the compensation and benefits applicable to the Administrative Fire Captain position and shall no longer be eligible for compensation or benefits that apply solely to employees assigned to the operational 56-hour schedule.

If the employee returns to an operational Fire Captain assignment during the transition period and is subsequently reassigned to the Administrative Fire Captain position within twelve (12) months, the employee shall not receive a new six (6) month transition period. Any subsequent Administrative Fire Captain assignment during that twelve (12) month period shall be credited against the employee's original six (6) month transition period.

An employee must serve at least twelve (12) consecutive months in an operational Fire Captain assignment following completion of a transition period before becoming eligible for a new six (6) month transition period.

Nothing in this Section shall limit the City's authority to appoint, assign, reassign, or remove an employee from the Administrative Fire Captain assignment at any time consistent with the terms of this MOU.

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V. OVERTIME CALCULATIONS

The Fire Chief may require employees in the Fire Department to work at any time other than during regular working hours until such work is accomplished. Employees working a special detail, including but not limited to required training, inspections, investigations, administrative meetings, depositions, court appearances, and special event standby, will be paid their hourly rate until such time as an employee works more than ninety-one (91) hours in a 12-day work period.

Overtime shall be paid in accordance with the Federal Fair Labor Standards Act ("the Act") and specifically in accordance with the partial overtime exemption of Section 7(k) of the Act. In determining an employee's eligibility for overtime compensation in a work period, the following paid leaves of absence shall be excluded from the total hours worked:

- Vacation Leave
- Holiday Leave
- Sick Leave
- Administrative Leave
- Compensatory Leave
- Workers' Compensation Leave
- 4850 Time
- Jury Duty Leave
- Bereavement Leave
- Military Leave

Overtime will be paid at the rate of one and one-half (1.5) times the regular rate of pay after an employee has worked ninety-one (91) hours in a 12-day work period.

Administrative Fire Captain – Overtime

Notwithstanding the provisions above, the Administrative Fire Captain shall be assigned to a regular forty (40) hour workweek and shall not be subject to the ninety-one (91) hour overtime threshold applicable to employees assigned to the 12-day Section 7(k) work period.

The Fire Chief or designee may require the Administrative Fire Captain to work outside of the employee’s regularly assigned work hours when necessary to meet the operational or administrative needs of the Department.

The Administrative Fire Captain shall be compensated at the employee’s regular hourly rate for authorized hours worked outside of the employee’s regularly assigned work schedule until the employee has actually worked more than forty (40) hours in the applicable seven-day workweek. Hours actually worked in excess of forty (40) hours in the workweek shall be compensated at one and one-half (1.5) times the employee’s regular rate of pay.

For purposes of determining eligibility for overtime compensation, paid leave shall not constitute hours worked, including:

- Vacation Leave
- Holiday Leave
- Sick Leave
- Administrative Leave
- Compensatory Leave

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- Workers' Compensation Leave
- 4850 Time
- Jury Duty Leave
- Bereavement Leave
- Military Leave

For purposes of establishing the Administrative Fire Captain's straight-time hourly rate, the employee's annual base salary shall be divided by 2,080 hours. The employee's regular rate of pay for overtime purposes shall be calculated in accordance with the Fair Labor Standards Act.

VI. ADDITIONAL COMPENSATION

Good Driving Incentive

Employees covered under this MOU who obtain and maintain a valid Class A, B, or C license with Endorsement (equivalent to a Class B license), and have held the position of Engineer with the City of Sierra Madre Fire Department or have passed the current Engineer exam of the City, will receive $350 at the end of each calendar year, provided the employee has not been involved in any preventable driving accidents or violations.

Qualified Engineer Bonus

Employees covered under this MOU who pass the current Engineer exam of the City are eligible for a one-time bonus of $500. This bonus is non-recurring and will be paid on the payroll following receipt of the required certificate.

Foreign Language Bonus

Employees covered under this MOU who are proficient in a foreign language or sign language may be eligible for a one-time Foreign Language Bonus of $750. The bonus will be paid on a single date during the fiscal year following the fiscal year in which the member becomes eligible. This bonus is non-recurring and non-annual.

To earn the bonus, the member must pass a test, agreed upon between the Association and the City Manager, for reading and writing in the foreign language, or demonstrate the ability to communicate using sign language. Eligibility is limited to the following:

- Spanish
- Chinese
- American Sign Language (ASL)

Longevity Pay

Longevity Pay recognizes City service and shall be exclusive of all other premiums and additional pays. It shall be established for all full-time employees represented by this MOU. A one-time "Longevity Pay Bonus" will be paid at the employee's current base annual rate at the time the employee becomes eligible.

The Longevity Pay Bonus is a one-time payment made upon reaching the eligible years of service stated below and is not paid on an annual basis. It shall be paid in the pay period following the employee's qualifying anniversary date after July 1, 2020.

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Eligible Years of Service	Longevity Pay Bonus
10 Years	2.5%
15 Years	2.5%
20 Years	2.5%
25 Years	2.5%
30 Years	2.5%
35 Years	2.5%
40 Years	2.5%

Program Coordinator Pay

Sworn fire personnel may be assigned to no more than two (2) designated positional duties listed below and will receive a $100 stipend for each assigned duty, for a total not to exceed $200 per month. The Fire Chief will make such appointments and the individual shall serve at the pleasure of the Fire Chief.

Types of assignments eligible for stipend pay include:

- Paramedic Coordinator
- EOC Coordinator

The Fire Chief may, through the City budget process, eliminate existing assignments or establish additional assigned positional duties as operational needs require.

Certification Incentive Pay

Effective upon the first full pay period following ratification of the agreement, certification incentive pay shall be provided to eligible employees based on their current classification and the applicable qualifying certification, as follows:

- Employees in the classification of Firefighter or Firefighter/Paramedic who possess and maintain SFT or IFSAC/Pro Board Firefighter I/II certification – 1.0% of base salary
- Employees in the classification of Fire Engineer or Fire Engineer/Paramedic who possess and maintain Driver/Operator certification – 3.5% of base salary
- Employees in the classification of Fire Captain, Fire Captain/Paramedic, or Administrative Fire Captain who possess and maintain Company Officer certification – 4.5% of base salary

The above certification incentive pay shall be non-stackable and shall apply only to the certification associated with the employee's current classification. An employee shall not receive certification incentive pay associated with a higher or lower classification, regardless of whether the employee possesses that certification.

- Any employee that holds a SFT or IFSAC/Pro Board certification above their classification shall receive an additional – $125/month stipend per month. Notwithstanding the non-stackable provision above, this stipend shall be the sole exception and is received in addition to the SFT or IFSAC/Pro Board certification pay above.

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To receive certification incentive pay, the employee must maintain the applicable certification in good standing and satisfy any continuing education, renewal, or other requirements necessary to maintain the certification.

Certification incentive pay shall cease if the employee no longer possesses or maintains the qualifying certification.

Certification incentive pay shall not apply to acting, temporary, out-of-class, or temporary-upgrade assignments, regardless of the duration of the assignment. No employee shall receive certification incentive pay associated with a higher classification solely because the employee is assigned to perform duties in that classification on an acting or temporary basis.

Movie Details

Employees covered under this MOU who meet the requirements to serve as a Fire Safety Officer (FSO) for movie details shall be paid at the rate established by the City of Sierra Madre Fee Schedule as adopted by the City Council. Movie detail time is not counted as hours worked toward an employee's FLSA time.

Within six (6) months following ratification of this MOU, the City and the Association agree to meet and confer regarding this provision. Any modification to this provision shall be subject to mutual agreement of the parties and approval by the City Council. Nothing in this paragraph shall obligate either party to agree to any modification of this provision.

Strike Team / Single Resource Assignments

Members assigned to a strike team or single resource deployment will be compensated at one and one-half (1.5) times the 56-hour rate for all hours that fall outside of the employee’s regular work schedule.

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SECTION 3 — LEAVES OF ABSENCE

I. VACATION

Full-time employees are entitled to annual vacation leave with pay. Vacation leave shall be earned from the first day of probationary employment and may be used only as it is earned. Requests for vacation leave exceeding the amount of leave accrued will require the prior approval of the City Manager or designee.

Vacation Leave Accrual

Every full-time probationary and regular employee shall accrue paid vacation leave per payroll period as follows:

Table 1: Vacation accrual for a 56-hour a week employee

Length of Service	Service Years	Per Payroll Period	Annual Hours	Maximum Accrual
0–48 months	Years 1–4	5.53 hrs	144 hrs (6 shifts)	279 hrs
49–119 months	Years 5–9	7.38 hrs	192 hrs (8 shifts)	327 hrs
120–179 months	Years 10–14	8.30 hrs	216 hrs (9 shifts)	351 hrs
180–239 months	Years 15–19	9.23 hrs	240 hrs (10 shifts)	375 hrs
240+ months	Year 20 & above	10.15 hrs	264 hrs (12 shifts)	399 hrs

Table 1.1: Vacation accrual for a 40-hour a week employee

Length of Service	Service Years	Per Payroll Period	Annual Hours	Maximum Accrual
0–48 months	1–4	3.71 hrs	96.46 hrs	231.46 hrs
49–60 months	5	4.01 hrs	104.26 hrs	239.26 hrs
61–72 months	6	4.32 hrs	112.32 hrs	247.32 hrs
73–84 months	7	4.62 hrs	120.12 hrs	255.12 hrs
85–96 months	8	4.93 hrs	128.18 hrs	263.18 hrs
97–108 months	9	5.24 hrs	136.24 hrs	271.24 hrs
109–120 months	10	5.55 hrs	144.30 hrs	279.30 hrs
121–132 months	11	5.85 hrs	152.10 hrs	287.10 hrs
133–144 months	12	6.16 hrs	160.16 hrs	295.16 hrs
145–156 months	13	6.47 hrs	168.22 hrs	303.22 hrs
Over 157 months	Over 14	6.78 hrs	176.28 hrs	311.28 hrs

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Accumulated Vacation

Employees may accumulate up to a total of 135 hours of vacation time, not including the current year's allocation, in any given year. For example, if an employee's annual accrual is 144 hours, the employee may accumulate up to 279 hours (144 + 135). The employee will cease to accumulate vacation leave above that maximum.

After 144 hours of Vacation Leave have been taken in a 12-month period, the employee may request payment in cash at the employee's regular hourly rate, provided at least 40 hours of vacation leave remain on the books.

II. HOLIDAYS

On July 1 of each year, or prorated thereto, each eligible employee will be granted one hundred four (104) hours of Public Safety Holiday Leave.

Beginning July 1, 2027, each eligible employee, excluding Administrative Fire Captain will be granted one hundred fifty-six (156) hours of Public Safety Holiday Leave.

A Request for Leave of Absence form shall be submitted fifteen (15) working days prior to any use of Public Safety Holiday Leave.

The balance of any Public Safety Holiday Leave will be automatically cashed out at the employee's regular hourly rate on the final full payroll of the fiscal year. This leave may not be cashed out at any other time during the fiscal year.

Administrative Fire Captain Holidays

The Administrative Fire Captain shall not be eligible for Public Safety Holiday Leave provided to employees assigned to the 56-hour suppression schedule.

The Administrative Fire Captain shall instead receive the paid holidays observed by the City for employees assigned to a regular 2,080-hour annual work schedule. When a City-observed holiday falls on a regularly scheduled workday, the Administrative Fire Captain shall receive the holiday off with pay.

If the Administrative Fire Captain is required to work on a City-observed holiday, the employee may be provided an alternate paid day off, as determined by the Fire Chief or designee and consistent with operational needs.

Holiday benefits provided under this subsection shall not be subject to annual cash-out.

III. SICK LEAVE

Sick leave may be used for an employee's illness or injury; medical, dental, or vision appointments that cannot reasonably be scheduled outside the employee's work hours; care of a qualifying family member; and for such other purposes as required by applicable law.

Sick Leave Use

An employee requesting sick leave shall notify the appropriate supervisor in accordance with Department procedures and as soon as reasonably practicable. The Department may establish reasonable procedures governing the reporting of sick leave consistent with applicable law.

When an employee is absent for more than one scheduled workday, the employee shall keep the appropriate supervisor reasonably informed of the employee's anticipated return-to-work date.

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The City may require reasonable verification or certification of an absence when permitted by applicable law, including when circumstances reasonably warrant verification of the employee's eligibility to use sick leave.

Sick leave shall not be used for purposes inconsistent with this Article or applicable law. Except as otherwise required by law or approved by the Fire Chief or designee, sick leave shall not be used to extend vacation or other scheduled paid leave.

An employee who becomes ill or injured while using another form of paid leave may request substitution of sick leave for such paid leave. Any such substitution shall be subject to approval by the Fire Chief or designee and applicable law.

Sick Leave Accrual

Employees shall accrue 5.5 hours of sick leave per pay period for a total of 144 hours (6 shifts) per year. Sick leave may be accrued to a maximum of 2,000 hours. Employees shall have no financial claim to reimbursement for unused sick leave upon separation from City employment except as provided in Section 5 of the City's Personnel Rules and Regulations.

Sick leave used by an employee shall be deducted from the employee's accrued sick leave balance. Sick leave shall not accrue while an employee is absent from duty following separation from City service, during an authorized leave of absence without pay, or during any other unauthorized absence from duty.

IV. BEREAVEMENT LEAVE

Full-time employees shall be allowed time off with pay in the event of the death of a family member. Up to three (3) days of such leave shall be allowed when the death and funeral services are within California. Up to five (5) days shall be allowed when the death and/or funeral services are outside California.

For the purposes of this policy, “family member” is defined as the employee's parent, parent-in-law, spouse, registered domestic partner, grandparent, grandchild, sibling, or child of any age or dependency status.

V. JURY DUTY LEAVE

Every employee who is called or required to serve as a juror shall be entitled to be absent from duty during the period of such service. Unless otherwise stated in an applicable MOU, there is no limit to the amount of time an employee may serve on jury duty. The City will continue to pay an employee their regular salary for up to twenty (20) working days, provided proof of service is submitted within five (5) calendar days.

After twenty (20) paid working days of jury leave have been exhausted, jury leave shall be unpaid. Employees are entitled to retain any mileage reimbursement received in connection with jury duty service.

If an employee is released from jury duty prior to the end of their normal workday or scheduled shift, the employee must report to work unless otherwise authorized by their supervisor.

An employee who is subpoenaed to appear in court in a matter regarding an event or transaction that arose in the course and scope of City employment shall be allowed to do so without loss of compensation.

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VI. LIGHT DUTY

At the discretion of the Department, a limited number of temporary light duty positions may be identified. The Department may assign employees injured on duty to light duty positions. The Department has the discretion to consider approving requests involving off-duty injuries for light duty positions; however, on-duty or industrial injuries will take precedence.

Light duty assignments will be limited to ninety (90) calendar days. The Personnel Officer may approve a one-time extension of that time frame where circumstances warrant. If an extension is granted, it does not create a permanent light duty position, but is intended solely to reasonably accommodate an employee on a temporary basis.

If the Fire Chief determines that the Department is unable to accommodate the restrictions, the employee will be subject to the City's Transitional Return to Work Policy.

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SECTION 4 — BENEFITS

I. INSURANCE

The City shall maintain the following overall level of insurance benefits for each employee covered by this Memorandum of Understanding. The specific coverage is subject to the provisions of the individual insurance company's master contract(s) as issued to the City of Sierra Madre for each type of insurance. Insurance benefits offered by the City include:

- Health Insurance
- Dental Insurance
- Vision Insurance
- Life and Accidental Death Insurance (employee only)

The City has participated in the CalPERS medical program since 1995 to provide health coverage for Association members. Pursuant to Government Code Section 22892 of the Public Employees' Medical and Hospital Care Act (PEMHCA), the City will contribute the applicable PEMHCA minimum contribution toward the CalPERS Health Care Plan for each Association member. This amount is adjusted annually as required by CalPERS.

In addition to the PEMHCA minimum, the City will contribute a supplemental amount through an IRS Section 125 Flexible Benefit Plan (FBP) administered by the City or its designee. The total monthly City contribution, including the PEMHCA minimum, shall not exceed the following amounts:

Health Insurance Tier	Monthly City Contribution
Employee Only	$892.50
Employee + 1 Dependent	$1,102.50
Employee + 2 or More Dependents	$1,260.00

The specific benefits are subject to change by the insurance carrier. The exact provisions governing each benefit program are contained in the Master Contract issued by the insurance carrier to the City of Sierra Madre. Refer to the certificate of coverage for a complete description of benefits and coverage.

The City reserves the right to select any insurance carrier or other method of providing coverage to fund the benefits of employees under the terms of this Agreement, provided that the benefits to employees shall not be less than those in existence at the time of implementation of this Agreement. All insurance benefits offered by the City are subject to COBRA upon an employee's resignation, retirement, or other COBRA-qualifying event.

Medical Stipend

An employee who elects not to purchase medical, dental, and vision insurance through the City's plan, and provides proof of coverage through another group insurance plan annually, will receive a medical stipend of $325 per month. The medical stipend shall not be used for the purpose of purchasing an individual health plan or exchange-based insurance.

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Retiree Medical Insurance

The City has participated in the CalPERS medical program since 1999 for members covered under these Terms and Conditions of Employment. As such, the City is obligated to contribute toward the cost of retiree medical coverage for the retiree's and spouse's lifetime, provided they remain eligible for and covered by this medical program.

All Association members who retire from the City (including disability retirement) and continue coverage in the CalPERS medical program are eligible for the benefit provided in the applicable PEMHCA resolutions, which provide for the City to contribute toward retiree premiums at the applicable rate.

Additionally, an employee will be extended “employee only” health insurance coverage for the lowest-cost plan available from the City at the time of retirement until age 65. An employee must be a minimum of age 60 on the effective date of retirement and have worked thirty (30) years of full-time service with the City to be eligible for this coverage.

II. PHYSICAL FITNESS AND ANNUAL MEDICAL SCREENING

There shall be an annual voluntary medical screening program to promote early detection and prevention of health risks. All employees shall be eligible to participate.

Examinations shall be administered on duty through a mutually agreed-upon medical provider. All medical findings shall be provided directly to the member and maintained in strict confidence in accordance with state and federal law, including HIPAA. Medical results shall not be used for disciplinary, promotional, or employment determination purposes.

Further details of the program are outlined in the Department Policy Manual. Any changes shall be subject to a meet-and-confer process between the City and the Association.

III. UNIFORMS

Upon hiring, the City shall provide two (2) short-sleeve uniform shirts, one (1) long-sleeve uniform shirt, two (2) pairs of uniform pants, one (1) belt, and one (1) belt buckle. The City will also provide one (1) Class A uniform in accordance with Department Policy.

The City will reasonably replace uniform items on an "as needed" basis, as determined by the Fire Chief or their designee.

IV. RETIREMENT

CalPERS Membership

Consistent with the Government Code, employees who are local safety or miscellaneous members of the California Public Employees' Retirement System are entitled to the benefits as indicated in the most recent amendment to the contract between the Board of Administration of CalPERS and the City Council.

City Payment of Employer Contribution

The City shall pay the employer share of the CalPERS retirement contribution as actuarially determined by CalPERS for each fiscal year covered by this Agreement. For classic members, the retirement benefit is 3% at age 55. For new members, the retirement benefit is 2.7% at age 57.

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Employee Contribution

Classic member employees shall pay the full statutorily required amount of the employee contribution to CalPERS, which is currently nine percent (9%) for Safety employees and eight percent (8%) for miscellaneous employees. Classic members are those who do not qualify as new members under Government Code Section 7522.04.

Pursuant to the Public Employees' Pension Reform Act of 2013 (PEPRA), new member employees shall pay fifty percent (50%) of the normal cost rate for the defined benefit plan in which they are enrolled, rounded to the nearest quarter of one percent (Government Code Section 7522.30). New members are defined under Government Code Section 7522.04.

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SECTION 5 — POLICIES AND PROCEDURES

I. GRIEVANCES

The grievance procedure set forth in Section 23 (Grievance Procedure) of the City's Rules and Regulations shall govern grievances.

II. DISCIPLINE

The disciplinary action procedure set forth in Section 24 (Disciplinary Action) of the City's Rules and Regulations shall govern disciplinary actions.

III. PROBATIONARY PERIODS

Probationary periods are established to evaluate an employee's ability to satisfactorily perform the duties, responsibilities, conduct, and standards of the classification to which they are appointed or promoted. Successful completion of probation shall be required before an appointment or promotion is deemed regular status.

Entry-Level Appointments

An employee appointed from an open competitive or entry-level eligibility list shall serve an initial probationary period of twelve (12) months from the date of appointment, unless otherwise provided by City rule. During this period, the employee's performance, conduct, attendance, adaptability, and overall suitability for continued employment shall be evaluated. An entry-level probationary employee may be rejected during probation without the right to appeal, except as otherwise provided by law.

Lateral Appointments

An employee hired as a lateral entrant from another fire agency shall serve a probationary period of twelve (12) months from the date of appointment, unless otherwise provided by City rule. Credit for prior experience may be considered for pay placement, training equivalency, or onboarding requirements, but shall not automatically reduce the probationary period unless expressly approved by the City.

Lateral probation shall include evaluation of job knowledge, operational competency, policy compliance, integration into the Department, and overall performance. A lateral probationary employee may be rejected during probation without the right to appeal, except as otherwise provided by law.

Promotional Probation

An employee promoted to a higher classification shall serve a promotional probationary period of twelve (12) months from the effective date of promotion, unless otherwise provided by City rule. During promotional probation, the employee shall be evaluated on leadership, technical competence, judgment, supervision, administrative ability, and performance in the higher classification.

An employee who does not successfully complete promotional probation may be returned to the last classification in which the employee held regular status if there is a vacancy in that classification. Such return shall not be considered disciplinary action. If there is no vacancy in the

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last classification and no suitable vacant position for which the employee is qualified, the employee may be subject to separation from employment.

Extension of Probation

At the recommendation of the Fire Chief or designee, the City may extend any probationary period up to six (6) months for a reasonable period for any reason including but not limited to when an employee has been absent for a substantial portion of probation due to injury, illness, leave, military leave, or when additional time is needed to adequately evaluate performance. Any extension shall be provided in writing with the reason stated.

Evaluations During Probation

Probationary employees should receive periodic performance feedback during the probationary period. Nothing herein prevents the City from counseling, training, or terminating a probationary employee at any time during probation consistent with applicable law.

IV. SENIORITY

Seniority shall be determined based on: (1) rank, and (2) within a rank, the length of uninterrupted full-time service with the City.

V. CONSTANT STAFFING

The City shall normally maintain a minimum on-duty staffing level of five (5) personnel per suppression shift, consisting of:

- **Engine Company:** One (1) Fire Captain, one (1) Fire Engineer, and one (1) Firefighter/Paramedic, with at least two (2) California-licensed paramedics assigned to the Engine Company.
- **Rescue Ambulance:** Two (2) Firefighter/Paramedics.

The City may temporarily operate below this staffing level due to unanticipated absences, vacancies, emergencies, mutual aid commitments, lack of available qualified personnel, fiscal constraints, or other operational circumstances.

When staffing falls below five (5), the City shall make reasonable efforts to restore staffing consistent with operational needs, available personnel, and applicable overtime and callback procedures.

Nothing in this Section shall limit the Fire Chief's authority to determine staffing assignments, deployment, apparatus availability, or the means by which staffing needs are met, nor shall it require the City to incur extraordinary overtime or other expenditures solely to maintain the staffing level identified above.

VI. FIRE STATION EXPENSES AND CITY RESPONSIBILITY

Subject to available funds or City Council approval, the City shall provide, fund, repair, replace, and maintain fire station facilities, furnishings, equipment, and operational systems necessary for the safe and effective delivery of fire and emergency services.

Nothing in this provision shall be construed to require the City to make any specific expenditure, purchase, repair, replacement, improvement, or capital investment, or to appropriate funds for any particular purpose. The timing, scope, and funding of such expenditures shall remain within the

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City's discretion and subject to the City's adopted budget, operational priorities, available resources, and City Council approval where applicable.

VII. FIRE CHIEF RECRUITMENT PARTICIPATION

During any selection process for hiring a Fire Chief, the Association board will have the opportunity to meet with the City Manager prior to the City Manager's selection of the prospective candidate(s) to give input regarding what the Association would like to see in a new Chief.

VIII. SALARY SURVEYS

Purpose

The parties acknowledge that compensation surveys have historically been utilized to evaluate the competitiveness of represented classifications within the labor market. The City and the Association agree to continue using total compensation salary surveys as a guide during successor agreement negotiations and wage discussions. The mutual goal of the parties shall be to maintain compensation for represented employees that remains competitive within the regional fire service labor market.

Nothing in this provision shall be construed to require the City to conduct, commission, or update a compensation survey at any particular time or interval, nor shall the results of any compensation survey require or otherwise obligate the City to provide any wage, benefit, or other compensation adjustment. Any changes to employee compensation shall remain subject to the meet-and-confer process, the City's financial condition and budgetary considerations, and approval by the City Council.

Survey Agencies

The City and the Association agree that the following comparable agencies shall be utilized for purposes of evaluating labor market standing and total compensation during future contract negotiations:

- Glendale
- Burbank
- Pasadena
- South Pasadena
- Monrovia
- Arcadia
- Alhambra
- San Gabriel
- Monterey Park
- West Covina
- San Marino

IX. SUPPLEMENTAL PROCEDURES UNDER FIREFIGHTERS BILL OF RIGHTS

The following appeals procedures were adopted pursuant to Government Code section 3254.5 of the Firefighters Procedural Bill of Rights Act (the Act) and shall apply to any administrative appeal of

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a punitive action that is required to be afforded to a firefighter under the Act. The procedures supplement any requirements of section 2.68 (Standard Appeal Procedure) of the City Municipal Code and the MOU. Only firefighters (as defined below) are afforded the rights delineated below.

Definitions

Firefighter means an employee who is considered a "firefighter" under Government Code § 3251(a).

Punitive Action means any action defined by Government Code § 3251(c), i.e., "any action that may lead to dismissal, demotion, suspension, reduction in salary, written reprimand, or transfer for purposes of punishment."

Appeal of Punitive Action Not Involving Discharge, Demotion, or Suspension

Pursuant to Government Code section 11445.20, the following informal hearing procedure shall be utilized for an appeal by a firefighter of a punitive action not involving a discharge, demotion or suspension.

Notice of Appeal: Within fifteen (15) calendar days of receipt by a firefighter of notification of punitive action as set forth above, the firefighter shall notify the City Manager in writing of the firefighter's intent to appeal the punitive action. The notice of appeal shall specify the action being appealed and the substantive and procedural grounds for the appeal.

Presiding Officer: In an informal hearing, the City Manager or their designee shall be the presiding officer. The City Manager or his/her designee shall conduct the informal hearing in accordance with these procedures. In such cases, the determination of the City Manager shall be final and binding.

Burden of Proof: The City shall bear the burden of proof at the hearing. If the action being appealed does not involve allegations of misconduct by the firefighter, the limited purpose of the hearing shall be to provide the firefighter the opportunity to establish a record of the circumstances surrounding the action. The City's burden of proof shall be satisfied if the City establishes by a preponderance of the evidence that the action was reasonable. The City's burden of proof may be satisfied even though reasonable persons may disagree about the appropriateness of the action.

If the punitive action involves charges of misconduct, the City shall have the burden of proving by a preponderance of the evidence the facts which form the basis for the charge and that the punitive action was reasonable under the circumstances.

Conduct of Hearing: The formal evidence rules do not apply, although the Presiding Officer shall have discretion to exclude evidence which is incompetent, irrelevant or cumulative, or the presentation of which will otherwise consume undue time. The parties may present opening statements. The parties may present evidence through documents and testimony. Witnesses shall testify under oath. Subpoenas may be issued pursuant to Government Code §§ 11450.05 - 11450.50. Unless the punitive action involves a loss of compensation, the parties shall not be entitled to confront and cross-examine witnesses. Following the presentation of evidence, if any, the parties may submit oral and/or written closing arguments for consideration by the hearing officer.

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Recording of the Hearing: If the punitive action involves the loss of compensation, then the hearing may be stenographically recorded by a certified court reporter. Otherwise, the hearing may be tape recorded. The per-diem cost of the court reporter shall be equally borne by the parties. The cost to receive a transcript of the hearing shall be borne by the party requesting the transcript.

Representation: The firefighter may be represented by an association representative or attorney of his or her choice at all stages of the proceedings. All costs associated with such representation shall be borne by the firefighter.

Decision: The decision shall be in writing pursuant to Government Code §11425.50. The decision shall be served by first class mail, postage pre-paid, upon the firefighter as well as their attorney or representative, shall be accompanied by an affidavit or certificate of mailing, and shall advise the firefighter that the time within which judicial review of the decision may be sought is governed by Code of Civil Procedure § 1094.6.

Appeal of Punitive Action Involving Discharge, Demotion, or Suspension

In those instances, where the procedures in Government Code §§ 11400, et seq. are inapplicable to an administrative appeal, the administrative appeal shall be conducted in accordance with Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the California Government Code.

Notice of Discipline as Accusation: The final notice of discipline which is issued at the conclusion of any pre-disciplinary procedures shall serve as the accusation as described in Government Code §§ 11500, et seq.

The notice shall be prepared and served in conformity with the requirements of Government Code §§11500, et seq. Pursuant to Government Code § 3254, subsection (f), the discipline shall not be effective sooner than 48 hours of issuance of the final notice of discipline. The notice shall be prepared and served in conformity with the requirements of Government Code §§11500, et seq. The notice shall include a post card or other form entitled Notice of Defense which, when signed, will acknowledge service of the accusation and constitute notice of defense under Government Code § 11506.

The accusation shall include or be accompanied by a statement to respondent (firefighter) stating that the respondent may request a hearing by filing a notice of defense as provided in Government Code § 11506 within 15 days after service of the Accusation, and that failure to do so will constitute a waiver of the respondent's right to a hearing. The statement to respondent shall be prepared in conformity with the requirements of Government Code § 11505. A copy of Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the Government Code shall be provided to the firefighter concurrently with the notice of discipline.

Administrative Law Judge: Pursuant to Government Code § 11512, the City has determined that appeals shall be heard by the City Council or a designated mutually agreed upon advisory hearing officer with an administrative law judge presiding over the hearing. The administrative law judge shall rule on the admission and exclusion of evidence and advise on matters of law. The City Council or the mutually agreed upon advisory hearing officer shall exercise all other powers relating to the conduct of the hearing.

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Time and Place of Hearing: Pursuant to Government Code § 11508, unless otherwise decided by the City Council, a hearing shall be conducted at City Hall or another location designated by the City Council, at a time to be determined by the City Council.

Burden of Proof: The burdens of proof and production of evidence shall be borne by the City. The standard of proof shall be by a preponderance of the evidence.

Judicial Review: Judicial review of the City Council's decision (or that of the mutually agreed upon advisory hearing officer) may be had pursuant to Government Code § 11523.

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SECTION 6 — AGREEMENT, MODIFICATION, WAIVER, AND EFFECT

I. AGREEMENT, MODIFICATION, WAIVER

No agreement, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing and affixed hereto by all-parties and approved by the City Council. The waiver of any breach, term or condition of this MOU by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

II. PROVISIONS OF LAW

This MOU is subject to all future and current applicable Federal and State laws and regulations. If any part or provision of this Memorandum is in conflict with such applicable provisions of Federal and State laws and regulations, or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part of the provision shall be suspended and superseded by such applicable law or regulations, and the remainder of the Memorandum shall not be affected. The Association and/or the City shall have the right to meet and confer within 30 days concerning said section. This Memorandum shall supersede all City rules or ordinances which are in conflict with the Memorandum. Current rules, regulations, and ordinances of the City that do not deal with matters covered by this Memorandum shall remain in full force and effect.

III. EFFECT

This Memorandum shall remain in full force and effect until a new MOU is negotiated by the City and Association and said MOU has been approved and ratified by both the Association and the City. In exercising the above rights, the City shall comply with all applicable provisions of this Memorandum. In exercising the above rights, the City shall not in any way, directly or indirectly, be subject to the grievance procedure herein, provided the City has complied with all applicable provisions of the Memorandum and all applicable State laws.

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SIGNATURES

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed by their respective authorized representatives.

SIERRA MADRE PROFESSIONAL FIREFIGHTERS ASSOICATION REPRESENTATIVES:

Signed by:
549752E938F4440...
David Gacad, President

Signed by:
B1F233C5C78141D...
Jacob Knapp, Vice President

Signed by:
4B70164F35C8408...
Chris Bertrand, Treasury/Secretary

CITY OF SIERRA MADRE MANAGEMENT REPRESENTATIVES:

Signed by:
Michael Bruckner
B45E227ED62A47D...
Michael Bruckner, City Manager

RESOLUTION NO. 26-107

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SIERRA MADRE, CALIFORNIA, ADOPTING THE MEMORANDA OF UNDERSTANDING WITH THE SIERRA MADRE PROFESSIONAL FIREFIGHTERS ASSOCIATION FOR FISCAL YEARS 2026–27 AND 2027–28, APPROVING THE RELATED CLASSIFICATION PLAN AND SALARY MATRIX AMENDMENTS, AND APPROPRIATING FUNDS FOR IMPLEMENTATION.

RECITALS

WHEREAS, the City of Sierra Madre employs personnel represented by the Sierra Madre Professional Firefighters Association (SMPFA); and

WHEREAS, the City's negotiating team has met and conferred with representatives of SMPFA regarding negotiated compensation, benefits, and related classification provisions for Fiscal Years 2026–27 and 2027–28; and

WHEREAS, the negotiated SMPFA agreement provides for cost-of-living adjustments, certification pay, Administrative Fire Captain classification provisions, and increased Public Safety Holiday Hours; and

WHEREAS, pursuant to Sierra Madre Municipal Code Section 2.48.080, implementation of the negotiated agreements requires amendments to the applicable Fire Classification Plan and Salary Matrix and additional Fiscal Year 2026–27 appropriations totaling $165,565; and

WHEREAS, the City Council desires to adopt the applicable Memoranda of Understanding and approve the related classification, salary, and funding actions.

THEREFORE, THE CITY COUNCIL OF THE CITY OF SIERRA MADRE, CALIFORNIA, DOES RESOLVE AS FOLLOWS:

SECTION 1. Recitals. The Recitals above are true and correct and incorporated herein by reference.

SECTION 2. Adoption of Memoranda of Understanding. The City Council hereby adopts the Memoranda of Understanding between the City of Sierra Madre and SMPFA for Fiscal Years 2026–27 and 2027–28, as presented in Attachments 3, respectively, to the November 10, 2026 staff report.

SECTION 3. SMPFA Negotiated Provisions. The City Council approves the following negotiated provisions, subject to the eligibility requirements and implementation provisions of the adopted SMPFA MOU:

(a) Base Salary. A 2.0% cost-of-living adjustment, retroactive to July 12, 2026, and an additional 2.0% cost-of-living adjustment effective the first full pay period following July 1, 2027.

(b) Certification Pay. Effective the first full pay period following City Council adoption of the SMPFA MOU, certification pay above base pay for eligible employees as follows: Firefighter I/II or Firefighter/Paramedic, 1.0%; Fire Engineer or Fire Engineer/Paramedic, 3.5%; and Captain Captain/Paramedic or Administrative Captain, 4.5%.

(c) Administrative Fire Captain. Transfer the Administrative Fire Captain from the Confidential-Exempt management classification to the SMPFA classification and implement the negotiated Administrative Fire Captain provisions effective the first full pay period following City Council adoption of the SMPFA MOU.

(d) Public Safety Holiday Hours. Establish 156 Public Safety Holiday Hours for SMPFA members working a 56-hour workweek, effective July 1, 2027.

SECTION 4. Classification Plan and Salary Matrix. The City Council hereby adopts the amendments to the Classification Plan and Salary Matrix for the applicable Fire classifications for Fiscal Years 2026–27 and 2027–28, including the negotiated Administrative Fire Captain provisions, as presented. The amendments shall be implemented in accordance with the effective dates established in this Resolution and the adopted MOUs.

SECTION 5. Classification Plan and Salary Matrix. The City Council hereby adopts the amendments to the Classification Plan and Salary Matrix for the applicable Fire classification for Fiscal Years 2026–27 and 2027–28, including the negotiated Administrative Fire Captain provisions, as presented. The amendments shall be implemented in accordance with the effective dates established in this Resolution and the adopted MOUs.

SECTION 6. Appropriation of Funds; FY 2026–27 Budget Amendment. The City Council hereby approves additional appropriations totaling $165,565 and amends the adopted Fiscal Year 2026–27 expenditure budget as follows:

Fund	Purpose	Additional Appropriation
10000 General Fund	Fire / SMPFA personnel costs	$165,565
TOTAL		$165,565

The General Fund appropriation totals $165,565. The City Manager, or designee, is authorized to record these budget amendments in the applicable personnel expenditure accounts within the funds and amounts approved above.

SECTION 7. FY 2027–28 Budget. The additional incremental personnel costs for Fiscal Year 2027–28, shall be incorporated into the proposed Fiscal Year 2027–28 budget for City Council consideration. This section does not constitute a separate Fiscal Year 2027–28 appropriation.

SECTION 8. Implementation. The City Manager, or designee, is authorized to implement the adopted MOUs, classification and salary amendments, and budget amendments consistent with this Resolution and the approved appropriations.

SECTION 9. CEQA. The City Council finds that the proposed action is exempt from review under the California Environmental Quality Act pursuant to Section 15061(b)(3) of the CEQA Guidelines because it can be determined with certainty that the action will have no impact on the environment.

SECTION 10. Severability. If any section, subsection, paragraph, sentence, clause, or phrase of this Resolution is held invalid, such invalidity shall not affect the remaining portions. The City Council declares that it would have adopted each remaining provision irrespective of the invalidity of any other provision.

SECTION 11. Certification. The City Clerk shall certify the passage, approval, and adoption of this Resolution and cause it to be processed in accordance with applicable law.

SECTION 12. Effective Date. This Resolution shall take effect immediately upon adoption. The negotiated compensation, benefits, and classification provisions shall take effect on the respective dates specified herein and in the adopted MOU.

PASSED, APPROVED, AND ADOPTED this 10th day of November, 2026.

Kristine Lowe, Mayor
City of Sierra Madre, California

I hereby certify that the foregoing Resolution Number 26-107 was adopted by the City Council of the City of Sierra Madre at a regular meeting held on the 10th day of November 2026.

AYES: Mayor Kristine Lowe, Mayor Pro Tem Gene Goss, Council Members Edward Garcia, Kelly Kriebs, and Robert Parkhurst

NOES: None.

ABSTAIN: None.

ABSENT: None.

Laura Aguilar, City Clerk
City of Sierra Madre, California

Approved as to form:

City Attorney, City of Sierra Madre, California