

## ATTACHMENT 2

### AMENDMENT TO THE AGREEMENT BETWEEN THE CITY OF FOUNTAIN VALLEY AND ORANGE COUNTY EMPLOYEES' ASSOCIATION FOR THE PROFESSIONAL AND TECHNICAL UNIT

This Amendment to the Agreement ("Amendment") between the CITY OF FOUNTAIN VALLEY ("City") and the FOUNTAIN VALLEY PROFESSIONAL AND TECHNICAL UNIT ("P&T") collectively, "Parties") regarding a Memorandum of Understanding ("MOU") effective July 1, 2021, through June 30, 2024 in regards to compensation:

**WHEREAS, pursuant to Article 5, Section 5.01 – Compensation**, the Parties agreed to undertake a compensation survey with the goal of ensuring that the total compensation of the employees in the unit is at least at 50% of the average market value within the designated labor market. The Parties further agreed that once the results of the compensation survey was completed they would meet and confer in good faith for additional compensation increases, if any, to bring each classification to the market average in total compensation. Finally, Section 5.01 – Compensation also provides in relevant part:

Any additional compensation increases, as agreed upon by the parties, shall be implemented in the pay period containing January 7, 2022, January 6, 2023 and January 5, 2024; shall not surpass four percent (4%) of the bargaining unit's total compensation in any one of those years.

**WHEREAS**, the Parties have met and conferred over the results of the compensation survey and the additional compensation increases produced thereby.

**NOW, THEREFORE**, the Parties hereby agree to amend the MOU as follows:

1. **Section 5.01 Compensation:**

The parties agree that upon adoption of this Amendment, active members in classifications represented by this unit eligible to receive adjustments to the City's schedule of base salary rates for classifications covered under this agreement outlined in Exhibit 1.

2. Except as modified in this Amendment, all terms and conditions of the Memorandum of Understanding as amended shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Amendment to the Memorandum of Understanding on September 20, 2022.

APPROVED AS TO FORM:

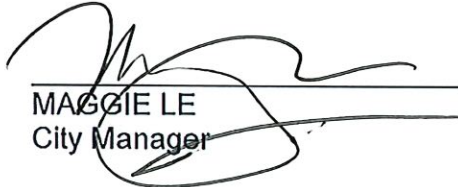
By   
COLIN BURNS  
Attorney for the City

ATTEST:

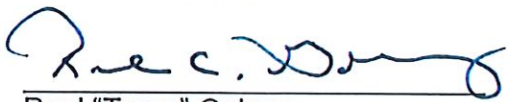
  
RICK MILLER  
Clerk of the Council

CITY OF FOUNTAIN VALLEY:

  
PATRICK HARPER  
Mayor

  
MAGGIE LE  
City Manager

FOUNTAIN VALLEY PROFESSIONAL &  
TECHNICAL UNIT:

 9-12-2022  
Raul "Temo" Galvez


  
Michelle Rubio (Sep 12, 2022 15:00 PDT)  
Michelle Rubio  
OCEA

EXHIBIT 1

P&T		COMP STUDY Rounding- Total 3 Year Increase (12% max)	1/1/2022 (4% max)	1/1/2023 (4% max)	1/1/2024 (4% max)
P57	Building Official	3.5%	3.5%	0	0
P09	Community Services Supervisor	8%	4%	4%	0
P46	Crime Analyst	7.25%	4%	3.25%	0
P50	Deputy Public Works Director/City Engineer	6.75%	4%	2.75%	0
P55	Emergency Medical Services Manager	0	0	0	0
P20	Engineering Associate	10.75%	4%	4%	2.75%
P31	Environmental Services Administrator	0	0	0	0
P25	Field Services Manager	0	0	0	0
P48	Fire Marshal	12%	4%	4%	4%
P05	Housing Coordinator	5.25%	4%	1.25%	0
P10	Information Technology Manager	11.5%	4%	4%	3.5%
P41	Internal Services Supervisor	0	0	0	0
P64	Management Analyst	7.25%	4%	3.25%	0
P65	Management Specialist	7.25%	4%	3.25%	0
P07	Principal Planner	7.75%	4%	3.75%	0
P07A	Principal Planner (new hire)	7.75%	4%	3.75%	0
P35	Principal Civil Engineer	10.75%	4%	4%	2.75%
P42	Public Services Supervisor	0	0	0	0
P03A	Purchasing Manager	12%	4%	4%	4%
P08	Recreation and Community Services Manager	12%	4%	4%	4%
P34	Senior Civil Engineer	10.75%	4%	4%	2.75%
P53	Senior Planner	7.75%	4%	3.75%	0
P30	Sewer/Storm Drain Supervisor	0	0	0	0
P06	Support Services Manager	12%	4%	4%	4%
P54	Support Services Supervisor	12%	4%	4%	4%
P21	Water Supervisor	2%	2%	0	0