

Resolution No.

# STOCKTON CITY COUNCIL

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## **RESOLUTION APPROVING THE MEMORANDA OF UNDERSTANDING AND LONGEVITY PAY SIDE LETTERS BETWEEN THE CITY OF STOCKTON AND THE STOCKTON POLICE MANAGEMENT ASSOCIATION, STOCKTON FIREFIGHTERS' LOCAL 456 FIRE UNIT, AND STOCKTON FIREFIGHTERS' LOCAL 456 FIRE MANAGEMENT UNIT AND THE INCORPORATION OF ADDITIONAL EXPENDITURES IN THE FISCAL YEAR 2025-2026 BUDGET TO FUND SALARY AND BENEFITS ADJUSTMENT**

The Director of Human Resources, in her capacity as the Employee Relations Officer, along with the negotiating team, met and conferred with officials of the Stockton Police Management Association (SPMA), Stockton Firefighters' Local 456 Fire Unit, and Stockton Firefighters' Local 456 Fire Management Unit and reached a tentative agreement for a successor Memorandum of Understanding and agreed to terms of a side letter agreement for Longevity Pay. On August 15, 2025, The Fire Management Unit ratified the agreement by a majority vote of their members. On August 18, 2025, SPMA ratified the agreement by a majority vote of their members. Subsequently, the Fire unit Unit ratified the agreement on August 20, 2025, by a majority vote of their members; and

The City of Stockton and the Stockton Police Management Association, Stockton Firefighters' Local 456 Fire Unit, and Stockton Firefighters' Local 456 Fire Management Unit have in good faith completed their meet and confer obligation regarding their successor Memoranda of Understanding; now, therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF STOCKTON, AS FOLLOWS:

1. The Memoranda of Understanding between the City of Stockton and the Stockton Police Management Association, Stockton Firefighters' Local 456 Fire Unit, and Stockton Firefighters' Local 456 Fire Management Unit is attached hereto as Exhibits 1, 2, and 3 and made part hereof by this reference, is hereby approved, and adopted.

2. The Longevity Pay Side Letters between the City of Stockton and the Stockton Police Management Association, Stockton Firefighters' Local 456 Fire Unit, and Stockton Firefighters' Local 456 Fire Management Unit is attached hereto as Exhibits 4, 5, and 6 and made part hereof by this reference, is hereby approved, and adopted.

3. The Acting City Manager is hereby authorized and directed to execute the Memoranda of Understanding to be effective July 1, 2025.

4. The Acting City Manager is hereby authorized and directed to increase expenditure appropriation in the annual budget for Fiscal Year 2025-26, as necessary to

carry out the intent of the agreements as shown in Exhibit 7.

5. The Acting City Manager and the Employee Relations Officer are authorized to take whatever actions are appropriate and necessary to carry out the purpose and intent of this Resolution.

PASSED, APPROVED and ADOPTED August 26, 2025.

CHRISTINA FUGAZI  
Mayor of the City of Stockton

ATTEST:

KATHERINE D. ROLAND, CMC, CPMC  
City Clerk of the City of Stockton