

RESOLUTION NO. 2025-106

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FONTANA, CALIFORNIA, APPROVING THE MEMORANDUM OF UNDERSTANDING AND THE UPDATED SALARY TABLES BETWEEN THE FONTANA POLICE MANAGEMENT ASSOCIATION AND THE CITY TO ESTABLISH TERMS OF EMPLOYMENT.

WHEREAS, on July 22, 2021, the City Council of the City of Fontana (City Council) adopted a Memorandum of Understanding (MOU) between the City of Fontana (City) and the Fontana Police Management Association (PMA) to establish the terms and conditions of employment for its employees; and

WHEREAS, the City created a side letter agreement which served as an addendum to the current MOU for the PMA, which updated the terms and compensation levels for this group; and

WHEREAS, the previously adopted MOU and subsequent side letter agreement for the PMA expired on June 30, 2024, and the City and the PMA have met and conferred in good faith and have reached an agreement on new terms of employment; and

WHEREAS, the City Council has adopted the Personnel Rules and Regulations which incorporate the City's Classification and Compensation Plan; and

WHEREAS, the Classification and Compensation Plan is not a static document and requires periodic revisions to reflect organizational changes and workforce needs; and

WHEREAS, the new MOU includes base salary increases over the term of the agreement, which incorporate adjustments necessary to maintain classifications at market-competitive levels; and

WHEREAS, the City Council desires to enter into an agreement with the PMA to formally establish these new terms, along with the updated salary tables, to reflect these negotiated changes.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Fontana, California, as follows:

Section 1. Recitals. The above recitals are true, correct and incorporated herein by this reference.

Section 2. CEQA. This Resolution is not a project within the meaning of Section 1538 of the State of California Environmental Quality Act ("CEQA") Guidelines, because it has no potential for resulting in physical change in the environment, directly or indirectly.

The City Council further finds, under Title 14 of the California Code of Regulations, Section 15061(b)(3), that this Resolution is nonetheless exempt for the requirements of CEQA in that the activity is covered by the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. Council, therefore, directs that a Notice of Exemption be filed with the County Clerk of the County of San Bernardino in accordance with CEQA Guidelines.

Section 3. PMA MOU. The City Council of the City of Fontana hereby approves and adopts the Memorandum of Understanding between the City and the Fontana Police Management Association, attached hereto as Exhibit A and incorporated herein by this reference.

Section 4. Salary Tables for the PMA, Effective October 18, 2025. The City Council of the City of Fontana hereby adopts the updated Fontana Police Management Association salary table effective October 18, 2025, which is attached hereto as Exhibit B and incorporated herein by this reference.

Section 5. Salary Tables for the PMA, Effective May 16, 2026. The City Council of the City of Fontana hereby adopts the updated Fontana Police Management Association salary table effective May 16, 2026, which is attached hereto as Exhibit C and incorporated herein by this reference.

Section 6. Severability. If any provision of this Resolution or the application of any such provision to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of this Resolution that can be given effect without the invalid provision or application, and to this end the provisions of this Resolution are severable. The City Council declares that it would have adopted this Resolution irrespective of the invalidity of any particular portion of this Resolution.

Section 7. Certification. The City Clerk shall certify to the adoption of this Resolution.

Section 8. Custodian of Records. The documents and materials that constitute the record of proceedings on which this Resolution is based are located at the City Clerk's office located at 8353 Sierra Avenue, Fontana, CA 92335. The custodian of records is the City Clerk.

Section 9. Effective Date: This Resolution shall become effective immediately upon adoption.

APPROVED AND ADOPTED this 9th day of December, 2025.

READ AND APPROVED AS TO LEGAL FORM:

City Attorney

I, Germaine Key, City Clerk of the City of Fontana, and Ex-Officio Clerk of the City Council, do hereby certify that the foregoing Resolution is the actual Resolution duly and regularly adopted by the City Council of said City at a regular meeting thereof, held on the 9th day of December 2025, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

City Clerk of the City of Fontana

Mayor of the City of Fontana

ATTEST:

City Clerk