

# LETTER OF AGREEMENT

BETWEEN

THE CITY OF LAGUNA BEACH

AND

THE LAGUNA BEACH FIREFIGHTERS ASSOCIATION, LOCAL 3684

This Letter of Agreement (“Agreement”) between the City of Laguna Beach (“City”) and the Laguna Beach Firefighters Association (“LBFA”) is entered into with respect to the following:

**WHEREAS**, the parties are currently parties to a Memorandum of Understanding (MOU) with a term of July 1, 2024 through June 30, 2027; and

**WHEREAS**, on November 15, 2024, the LBFA filed a grievance alleging that the City violated Article 21 of the parties’ MOU by not paying Exceptional Performance Pay (EPP) to its members in the same manner as applied to other City employees; and

**WHEREAS**, the parties wish to settle the grievance and also provide a modification as to how EPP will be paid prospectively; and

**WHEREAS**, the following sets forth the parties’ Agreement:

1. Prior to the effective date of this Agreement, EPP has been paid as follows: For employees in the LBFA bargaining unit at top step on the salary schedule, EPP has been paid in December regardless of when their evaluation date occurred during the year. For employees in the LBFA bargaining unit who are not at top step on the salary schedule, EPP has been paid in connection with the receipt of their performance evaluation which occurs at their anniversary date in current rank.
2. For those employees whose EPP was due in December 2024, the City, at LBFA’s request had held back from paying the EPP. Those payments were made to those employees on February 7, 2025.
3. The parties agree that prospectively (effective January 1, 2025), and only for the life of the current MOU which expires on June 30, 2027, EPP will be paid for all bargaining unit members who qualify for it in connection with the receipt of their annual performance evaluation which occurs at their anniversary date in current rank.
4. To accomplish the parties’ agreement, there will be a transition period for EPP payments for 2025 to ensure that in 2026 every employee in the bargaining unit will receive their EPP in connection with the receipt of their performance evaluation which occurs at their anniversary date in current rank.
5. Attached to this Agreement is a spreadsheet that shows when each member of the bargaining unit will be eligible to receive their next EPP payment. As the spreadsheet shows for each employee whose anniversary date is between January 1 and March 31, 2025, they will be eligible to receive their next EPP payment on their anniversary date in 2026 in connection with the receipt of their annual performance evaluation. For


bargaining unit members whose anniversary date is between April 1 and December 31, they will be eligible to receive EPP in 2025 in connection with the receipt of their annual performance evaluation. However, if any of these employees were at top step when they received their last EPP (see paragraph 2 above), if they are eligible for EPP in 2025, they will receive a pro-rated amount of EPP for the number of months in the year between January 1 and their anniversary date in current rank.

6. The parties agree to amend Section 6.2 of the MOU as described below:


*Salary Step 3 (as well as movement through the remaining salary steps) will be paid upon completion of one year of employment in current rank (and the subsequent steps on the salary schedule) where the employee has demonstrated satisfactory job progress and productivity and upon recommendation of the Fire Chief and approval of the City Manager.*

7. The LBFA agrees to dismiss their EPP grievance.

#### FOR THE CITY OF LAGUNA BEACH

**Signature:**   
Dave Kiff (Jul 29, 2025 08:10:22 PDT)  
Dave Kiff, **Email:** dkiff@lagunabeachcity.net  
City Manager

07/29/2025  
Date

**Signature:**   
Aggie Nesbitt (Jul 30, 2025 14:15:10 PDT)  
Aggie Nesbitt, **Email:** nesbitt@lagunabeachcity.net  
Director of Human Resources & Risk Management

07/30/2025  
Date

**Signature:**   
Peter Brown (Jul 28, 2025 19:38:04 PDT)  
Peter Brown, **Email:** pbrown@cityoflaguna.com  
Labor Negotiator

07/28/2025  
Date

#### FOR THE LAGUNA BEACH FIREFIGHTERS ASSOCIATION

**Signature:**   
Thomas Padden (Jul 31, 2025 21:11:20 PDT)  
Thomas Padden, **Email:** tpadden@lagunabeachcity.net  
President

07/31/2025  
Date

**Signature:**   
Mike McGill (Jul 30, 2025 08:47:25 PDT)  
Mike McGill, **Email:** mcgill@lagunabeachfirefighters.com  
Labor Negotiator

07/30/2025  
Date

Attachment A - EPP Transition Period

Name	Anniversary	Step	Last EPP	Anniversary Month	Next Evaluation (1)	If EPP is awarded Months included (pro-rate for)	If EPP is awarded by Pay Periods (26) (pro-rate for)	Next Evaluation (2)
Ornelas Christopher E	1/15/2018	8	12/2024	January	1/15/2026	12	26+1	1/15/2027
Valmassy Kyle D	1/22/2024	4	12/2024	January	1/22/2026	12	26+2	1/22/2027
Rolfe Matthew S	1/22/2024	8	12/2024	January	1/22/2026	12	26+2	1/22/2027
Zaccaro Jeffrey T	2/17/2025	8	12/2024	February	2/17/2026	13	26+4	2/17/2027
Adams Brian W	2/17/2025	8	12/2024	February	2/17/2026	13	26+4	2/17/2027
Hunter Dylan	2/19/2024	2	-	February	8/19/2025	12	26+0	2/19/2026
Lopez David E	3/7/2022	8	12/2024	March	3/7/2026	14	26+5	3/7/2027
Hammond Scott W	3/20/2023	8	12/2024	March	3/20/2026	14	26+6	3/20/2027
Hawkins Brandon S	3/20/2023	8	12/2024	March	3/20/2026	14	26+6	3/20/2027
Abijay Robert G	4/15/2013	8	12/2024	April	4/15/2025	4	8	4/15/2026
Payne Aaron W	4/18/2022	4	12/2024	April	After MOU Side Letter Signed	4	8	4/18/2026
Saunders Scott H.B.	4/18/2022	4	12/2024	April	After MOU Side Letter Signed	4	8	4/18/2026
Senecal William C	4/18/2022	4	12/2024	April	After MOU Side Letter Signed	4	8	4/18/2026
Strook Logan J	4/18/2022	4	12/2024	April	After MOU Side Letter Signed	4	8	4/18/2026
Wilson Travis J	4/18/2022	4	12/2024	April	After MOU Side Letter Signed	4	8	4/18/2026
Lazicki Forrestt P	5/16/2022	8	12/2024	May	5/16/2025	5	10	5/16/2026
Sarjeant Bryan D	6/14/2021	8	12/2024	June	6/14/2025	6	12	6/14/2026
Pacheco Julio Alex	7/13/2020	8	12/2024	July	7/13/2025	7	14	7/13/2026
Schlichting Bradley M	7/26/2021	4	12/2024	July	7/26/2025	7	15	7/26/2026
Kalscheuer Daniel K	8/8/2022	8	12/2024	August	8/8/2025	8	16	8/8/2026
Brady Grant N	8/8/2022	5	12/2024	August	8/8/2025	8	16	8/8/2026
Gilmore Richard H	8/26/2019	8	12/2024	August	8/26/2025	8	17	8/26/2026
Gonzalez Moises	9/7/2021	4	12/2024	September	9/7/2025	9	18	9/7/2026
Padden Thomas F	9/3/2012	8	12/2024	September	9/3/2025	9	18	9/3/2026
Schulenburg Barrett Adam	9/20/2021	8	12/2024	September	9/20/2025	9	19	9/20/2026
Buccola Brent A	9/20/2021	8	12/2024	September	9/20/2025	9	19	9/20/2026
Cary Patrick M	9/20/2021	8	12/2024	September	9/20/2025	9	19	9/20/2026
White Jeffrey	9/20/2021	8	12/2024	September	9/20/2025	9	19	9/20/2026
Dyer Grant	10/2/2023	3	12/2024	October	10/2/2025	10	20	10/2/2026
Jones Tyler C	10/2/2023	3	12/2024	October	10/2/2025	10	20	10/2/2026
Lin James C	10/21/2019	8	12/2024	October	10/21/2025	10	21	10/21/2026
Diamond Nicholas J	10/30/2023	4	12/2024	October	10/30/2025	10	22	10/30/2026
De John Zackary S	10/30/2023	8	12/2024	October	10/30/2025	10	22	10/31/2026
Swets Tyler M	12/16/2019	8	12/2024	December	12/16/2025	12	25	12/16/2026
Carlson Anthony W	12/23/2002	8	12/2024	December	12/23/2025	12	26	12/23/2026











# Side Letter of Agreement re EPP Pay with the LBFA


Final Audit Report

2025-08-01

Created:	2025-07-29
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## "Side Letter of Agreement re EPP Pay with the LBFA" History


-  Document created by Michael Com (mcom@lagunabeachcity.net)  
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-  Document emailed to Dave Kiff (dkiff@lagunabeachcity.net) for signature  
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-  Document emailed to Aggie Nesh (anesh@lagunabeachcity.net) for signature  
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-  Document emailed to Peter Brown (pbrown@lcwlegal.com) for signature  
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-  Document emailed to Thomas Padden (tpadden@lagunabeachcity.net) for signature  
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-  Document emailed to Mike McGill (mmcgill@ferronelawgroup.com) for signature  
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-  Email viewed by Peter Brown (pbrown@lcwlegal.com)  
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 Document e-signed by Thomas Padden (tpadden@lagunabeachcity.net)

Signature Date: 2025-08-01 - 4:11:20 AM GMT - Time Source: server

 Agreement completed.

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