

CITY COUNCIL

For City Clerk's Use:

☐ **APPROVED** ☐ **DENIED**

Reso No. _____ File No. _____

Ord No. _____

Agenda Item No.: 9
Date: August 22, 2012

TO: Honorable Mayor and Members of the City Council
FROM: Sheryl Bennett, Human Resources Director
SUBJECT: Amendment of Memorandum of Understanding between the City of Escondido and the Firefighters' Association – Safety Personnel.

RECOMMENDATION:

City Council adopt Resolution No. 2012-148, approving an amendment to the current Memorandum of Understanding between the City of Escondido and the Firefighters' Association including a one-year contract extension for a new term of January 1, 2012 through December 31, 2013.

FISCAL ANALYSIS:

Total cost of this contract to the General Fund over the next two years is \$532,541. Funds for this expense have been set aside in the General Fund Operating Budget.

PREVIOUS ACTION:

On February 1, 2012, the City Council voted to adopt the Memorandum of Understanding between the Escondido Firefighters' Association – Safety Personnel, and the City of Escondido, for a one-year term that expires on December 31, 2012.

BACKGROUND:

City staff has met with the Escondido Firefighters' Association – Safety Personnel, regarding reinstatement of specific suspended contract provisions and amending the Memorandum of Understanding which expires on December 31, 2012. Attached Resolution No. 2012-148 outlines changes to working conditions and compensation that have been agreed to during this meeting process including a one-year extension to the term of the existing contract.

Tentative agreement was reached by both parties on August 13, 2012. Members of the Bargaining Unit voted in support of the agreement on August 20, 2012.

Respectfully submitted,


Sheryl Bennett
Director of Human Resources

RESOLUTION NO. 2012-148

A RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF ESCONDIDO, CALIFORNIA,
APPROVING THE AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING
WITH THE ESCONDIDO FIREFIGHTERS'
ASSOCIATION-SAFETY PERSONNEL

JANUARY 1, 2012 – DECEMBER 31, 2013

WHEREAS, the City of Escondido's negotiating staff has met with representatives from the Escondido Firefighters' Association and conducted informational meetings with respect to reinstatement of specific contract provisions which were suspended as budgetary cost saving measures; and

WHEREAS, both parties have reached agreement for the reinstatement of those contract provisions including a one-year contract extension; and

WHEREAS, the Memorandum of Understanding ("MOU") by the City of Escondido ("City") and the Escondido Firefighters' Association ("Association") is necessary as a result of meeting and conferring in good faith concerning wages, hours, and other terms and conditions of employment; and

WHEREAS, it is the intent of the MOU to provide for continuation of the harmonious relationship between the City and the Association; and

WHEREAS, this City Council desires at this time and deems it to be in the best public interest to approve the amendment of specific provisions within the current MOU and extend the contract term.

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

1. That the above recitations are true.

2. The City's negotiating team is authorized to execute, on behalf of the City, an amended MOU term from January 1, 2012, through December 31, 2013, and also including terms as set forth in Exhibit "A", attached to this resolution and incorporated by this reference.

**City of Escondido
Escondido Firefighters' Association – Safety Personnel
Memorandum of Understanding (Amendment)
January 1, 2012 – December 31, 2013**

1. **Term:** January 1, 2012 – December 31, 2013.

2. **Article IX, Wages and Classifications, Section 2:**

Effective pay period beginning September 30, 2012, suspended salary step increases 1 through 7 as stated within Exhibit A, Salary Schedule, of the MOU will be unsuspended and reinstated. Employees who missed one or more salary steps between January 1, 2009 and September 30, 2012, will advance to the salary step they would have been at but for the suspension of step increases effective January 1, 2009.

Effective pay period beginning September 29, 2013, the salary range for all represented classifications shall be increased by three percent (3.0%).

3. No change to remaining provisions, terms and dates within the Memorandum of Understanding dated January 1, 2012 – December 13, 2012.