

COUNCIL AGENDA – JULY 16, 2013

SUBJECT: AMENDMENT TO EMPLOYEE PAY AND BENEFIT PLAN –
PORTERVILLE CITY FIREFIGHTERS ASSOCIATION

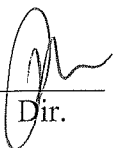
SOURCE: ADMINISTRATIVE SERVICES/ HUMAN RESOURCES

COMMENT: The City and Porterville City Firefighters Association (PCFA) previously entered into a Memorandum of Understanding covering the period of July 1, 2011 through June 30, 2014. The MOU provided the City with the right to re-open negotiations on a salary increase scheduled for July 1, 2013 under certain financial conditions. The City exercised its right to re-open, has met and conferred with PCFA, and has reached an agreement with PCFA on modifications to the existing MOU.

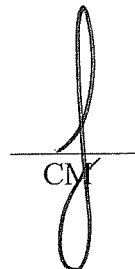
City Council acceptance and approval of a Memorandum of Understanding is most commonly demonstrated by Council authorization, via resolution, to change or amend, when applicable, those documents that are necessary to implement the points of agreement contained in the Memorandum of Understanding or any amendment thereof.

RECOMMENDATION: That the City Council approve the attached draft resolution amending the Employee Pay and Benefit Plan for all PCFA employees.

ATTACHMENT: Draft Resolution


Dir.


Approp./
Funded


CM

Item No. 15

RESOLUTION NO. ____-2013

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PORTERVILLE
AMENDING THE EMPLOYEE PAY AND BENEFIT PLAN

WHEREAS, the City Council has determined and reiterated that an Employee Pay and Benefit Plan, Classification Plan, Personnel System Rules and Regulations, Health Plan and Retirement Plan are essential for the proper administration of the City's affairs, including employee recruitment and retention, and for proper supervision of City Employees; and

WHEREAS, the City Council recognizes the necessity of amending and/or changing the contents of such plans and regulations from time to time, and of keeping provisions thereof current, and to maintain the relevancy of the same; and

WHEREAS, the City has exercised its right to re-open negotiations with the Porterville City Firefighters Association (PCFA) pertaining to a scheduled July 1, 2013 salary increase; and

WHEREAS, the City and PCFA have met and conferred and reached concurrence on modifications to the existing Memorandum of Understanding.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Porterville that the Employee Pay and Benefit Plan, for employees holding positions represented by the aforementioned recognized employee organization, is hereby amended as follows:

I. CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM (CALPERS)

FY 2013/2014

Effective 07-01-13, PCFA employees shall continue to pay four percent (4%) of the employer contribution rate.

II. SALARIES

Effective 07-01-13, PCFA employees shall receive a one percent (1%) salary increase.

III. CONTINUING BENEFITS

All other terms and conditions of the July 1, 2011 to June 30, 2014 Memorandum of Understanding shall remain in full force and effect.

BE IT FURTHER RESOLVED that the Mayor of the City of Porterville is hereby authorized to execute those documents as are necessary to implement the provisions hereof.

PASSED, APPROVED, AND ADOPTED this _____ day of July, 2013.

Virginia R. Gurrola, Mayor

ATTEST:

John D. Lollis, City Clerk

By _____
Patrice Hildreth, Chief Deputy City Clerk