



## City Council Staff Report

DATE: December 16, 2009 (Consent)

SUBJECT: Memorandum of Understanding – Palm Springs Fire Management Association (PSFMA), representing the Fire Management Unit

FROM: David H. Ready, City Manager

BY: Human Resources

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### SUMMARY

The City has reached a tentative agreement with the Palm Springs Fire Management Association (PSFMA) representing the Fire Management Unit. The City Council will consider adopting a Resolution approving a contract or Memorandum of Understanding between the City and PSFMA and a Resolution amending the classification titles only of Fire Captain and Fire Division Chief.

#### Recommendation:

1. Adopt Resolution No. \_\_\_\_\_, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS APPROVING A MEMORANDUM OF UNDERSTANDING RELATIVE TO WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR EMPLOYEES IN THE PALM SPRINGS FIRE MANAGEMENT ASSOCIATION (PSFMA), FOR THE PERIOD JULY 1, 2009 THROUGH JUNE 30, 2011, SUBJECT TO UNIT'S RATIFICATION AND EXECUTING THE MEMORANDUM OF UNDERSTANDING."
2. Adopt Resolution No. \_\_\_\_\_, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA APPROVING AMENDMENT 2 TO THE ALLOCATED POSITIONS AND COMPENSATION PLAN FOR FISCAL YEAR 2009-2010, ADOPTED BY RESOLUTION 22530."
3. Authorize the City Manager to execute the Memorandum of Understanding in a form approved by the City Attorney.

ITEM NO. 8.E.

STAFF ANALYSIS:

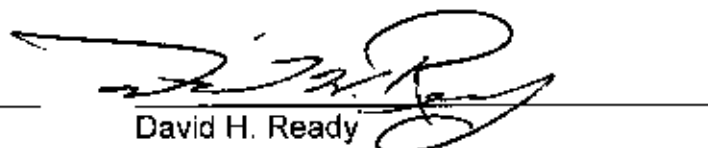
The City, through its Municipal Employee Relations Representative (MERR), and representatives of the PSFMA have met and conferred in good faith and have reached agreement on the terms and conditions of a Memorandum of Understanding (MOU) governing employees of the City of Palm Springs within the Fire Management Unit for the period July 1, 2009 through June 30, 2011.

The PSFMA and the MERR jointly recommend adoption of such MOU and the title changes to the Allocated Positions and Classification Plan by the City Council.

FISCAL IMPACT:

There is no fiscal impact.

  
\_\_\_\_\_  
Susan Mills  
Director of Human Resources

  
\_\_\_\_\_  
David H. Ready  
City Manager

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS APPROVING A MEMORANDUM OF UNDERSTANDING RELATIVE TO WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR EMPLOYEES IN THE PALM SPRINGS FIRE MANAGEMENT ASSOCIATION (PSFMA), FOR THE PERIOD JULY 1, 2009 THROUGH JUNE 30, 2011, SUBJECT TO UNIT'S RATIFICATION AND EXECUTING THE MEMORANDUM OF UNDERSTANDING.

WHEREAS, Resolution 16438 designates the City Manager (acting personally or through a delegee) as the Municipal Employee Relations Representative (MERR) who shall be the City's principal representative on all matters of employer-employee relations, with authority to meet and confer in good faith on matters within the scope of representation, including wages, hours, and other terms and conditions of employment; and

WHEREAS, the City, through its Municipal Employee Relations Representative (MERR), has met and conferred in good faith on wages, hours, terms and other conditions of employment with the Palm Springs Fire Management Association (PSFMA) representing the Fire Management Unit; and

WHEREAS, as a result of such good faith negotiations the MERR and PSFMA have reached agreement on the terms and conditions of a Memorandum of Understanding (MOU) governing employees of the City of Palm Springs within such Fire Management Unit, subject to ratification by the Unit; and

WHEREAS, PSFMA and the MERR jointly recommend adoption of such MOU by the City Council.

THE CITY COUNCIL OF THE CITY OF PALM SPRINGS DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That the Memorandum of Understanding between PSFMA and MERR, for the period July 1, 2009 through June 30, 2011, on file with the City Clerk and incorporated herein by this reference, is hereby approved upon ratification and execution of said Memorandum of Understanding in a form approved by the City Attorney.

ADOPTED THIS 16th day of December, 2009.

\_\_\_\_\_  
David H. Ready, City Manager

ATTEST:

\_\_\_\_\_  
James Thompson, City Clerk

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA APPROVING AMENDMENT 2 TO THE ALLOCATED POSITIONS AND COMPENSATION PLAN FOR FISCAL YEAR 2009-2010, ADOPTED BY RESOLUTION 22530.

WHEREAS, Allocated Positions and Compensation Plan was adopted June 17, 2009 for the 2009-2010 fiscal year by Resolution 22530; and

WHEREAS, the City Council desires to amend said Allocated Positions and Compensation Plan.

THE CITY COUNCIL OF THE CITY OF PALM SPRINGS DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That the Allocated Positions and Compensation Plan for positions in the City Service for fiscal year 2009-2010 is hereby amended, as follows:

SECTION 2. Title changes

Department		# Positions	Classification	Unit/Range
Fire	<i>From</i>	13	Fire Captain	FMX/61
	<i>To</i>	3	Fire Prevention Captain	FMX/61
		10	Fire Suppression Captain	FMX/61
	<i>From</i>	1	Fire Division Chief	FDC/75
	<i>To</i>	1	Fire Deputy Chief	FDC/75

ADOPTED THIS 16th day of December, 2009.

\_\_\_\_\_  
David H. Ready, City Manager

ATTEST:

\_\_\_\_\_  
James Thompson, City Clerk

CERTIFICATION

STATE OF CALIFORNIA )  
COUNTY OF RIVERSIDE ) ss.  
CITY OF PALM SPRINGS )

I, JAMES THOMPSON, City Clerk of the City of Palm Springs, hereby certify that Resolution No. \_\_\_\_\_ is a full, true and correct copy, and was duly adopted at a regular meeting of the City Council of the City of Palm Springs on \_\_\_\_\_, by the following vote:

AYES:  
NOES:  
ABSENT:  
ABSTAIN:

\_\_\_\_\_  
James Thompson, City Clerk  
City of Palm Springs, California