

**RESOLUTION NUMBER 5171**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PERRIS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA APPROVING THE TENTATIVE AGREEMENT FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PERRIS AND LOCAL 911 OF THE CALIFORNIA TEAMSTERS PUBLIC, PROFESSIONAL AND MEDICAL EMPLOYEES UNION AND APPROVAL OF THE SAME LEVEL OF BENEFITS UNDER APPLICABLE PROVISIONS FOR NON-REPRESENTED CONFIDENTIAL EMPLOYEES, MANAGEMENT EMPLOYEES AND THE CITY MANAGER**

**WHEREAS**, the current Memorandum of Understanding (“MOU”) between the City of Perris (“City”) and the California Teamsters Public, Professional, and Medical Employees Union, Local 911 (“Union”), effective July 1, 2014 through June 30, 2017, has expired on June 30, 2017; and

**WHEREAS**, the current MOU between the City and the Union, effective July 1, 2014 through June 30, 2017, stipulated that the City conduct an advisory salary survey; and

**WHEREAS**, the City Council authorized the City Manager on September 27, 2016 to engage such advisory salary survey and approved an agreement between Cooperative Personnel Services, doing business as CPS HR Consulting, and the City for a comprehensive classification and compensation study; and

**WHEREAS**, the reports with recommendations on the classification and compensation study implementation conducted by CPS HR Consulting (“Classification and Compensation Study”) were delivered to the City and the Union on April 6, 2017 and August 1, 2017; respectively, and

**WHEREAS**, the City’s Municipal Employee Relations Representative (“MERR”), through his designated representatives, and the Union have successfully met and conferred in good faith to negotiate a successor MOU for the three (3) year term beginning July 1, 2017 through June 30, 2020, pursuant to the Meyers-Millais-Brown Act (“MMBA”) (Government Code Sections 3500-3511); and

**WHEREAS**, the MERR and the Union authorized representatives have reached a Tentative Agreement, attached hereto as Exhibit “A,” regarding the proposed successor MOU, which includes the implementation of the Classification and Compensation Study recommendations; and

**WHEREAS**, the Tentative Agreement for a successor MOU constitutes a joint recommendation by the MERR and the Union of agreed upon matters within the scope of representation; and

**WHEREAS**, the Union has ratified the terms of the Tentative Agreement have been ratified by the Union on August 30, 2017; and

**WHEREAS**, in accordance with Government Code Section 3505.1, if a Tentative Agreement is reached by the authorized representatives of the public agency and a recognized employee organization, then the governing body shall vote to accept or reject the Tentative Agreement within 30 days of the date it is first considered at a duly noticed public meeting; and

**WHEREAS**, if the Tentative Agreement is accepted, then the City and the Union shall jointly prepare a written successor Memorandum of Understanding to replace the current MOU; and

**WHEREAS**, if the Tentative Agreement is accepted, the City wishes to facilitate effective and consistent City operations and services, by providing for its non-represented Confidential employees to receive all economic benefits as those offered to employees who are covered by the MOU; and

**WHEREAS**, for the same reasons furthermore the City wishes to provide for non-represented Management staff including the City Manager to receive the same Salary and Wage increases and any other applicable provision such as Hours of Work as those offered to City employees who are covered by the MOU.

***NOW, THEREFORE BE IT RESOLVED, DECLARED, DETERMINED AND ORDERED*** by the City Council of the City of Perris as follows:

***Section 1.*** That the recitals set forth above are true and correct and incorporated herein by this reference.

***Section 2.*** That the City Council does hereby approve and adopt the Tentative Agreement for a successor MOU between the City and the Union for the three (3) year term beginning July 1, 2017 through June 30, 2020, but with the changes to the prior MOU becoming effective beginning with the first full payroll after September 12, 2017, a copy of said Tentative Agreement being attached hereto as "Exhibit A" and by this reference made a part hereof.

***Section 3.*** That the City Council does hereby acknowledge that the Classification and Compensation Study is incomplete and that implementation and adoption of the complete Classification and Compensation Study will be conducted pursuant to applicable law, including, without limitation, any meet and confer obligations under the MMBA.

**Section 4.** That the City Council does hereby approve and authorize the economic terms as specified in this Resolution to be implemented for its non-represented Confidential employees and non-represented Management employees including the City Manager, effective beginning with the first full payroll after September 12, 2017.

**Section 5.** That the City Council does hereby approve and authorize supplemental appropriations of \$1,085,265 to fund the Fiscal Year (“FY”) 2017-2018 Budget due to the increased compensation contemplated by the Tentative Agreement.

**Section 6.** This resolution shall be effective on September 12, 2017. The City Clerk shall certify to the adoption of this resolution.

***ADOPTED, SIGNED AND APPROVED*** this 12<sup>th</sup> Day of September 2017

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Michael M. Vargas, Mayor

ATTEST:

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Nancy Salazar, City Clerk

STATE OF CALIFORNIA )  
COUNTY OF RIVERSIDE ) §  
CITY OF PERRIS )

I, Nancy Salazar, City Clerk of the City of Perris, California, do hereby certify that the foregoing Resolution Number 5171 was duly and regularly adopted by the City Council of the City of Perris at a regular meeting thereof held the 12<sup>th</sup> day of September 2017, by the following vote.

AYES:

NOES:

ABSENT:

ABSTAIN:

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Nancy Salazar, City Clerk