

GARDEN GROVE CITY COUNCIL

RESOLUTION NO. 9110-12

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDEN GROVE
AMENDING THE MEMORANDUM OF UNDERSTANDING (MOU) ON SALARIES,
WAGES, AND FRINGE BENEFITS FOR THE TERM 2009-2012 BY AND BETWEEN THE
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, GARDEN GROVE LOCAL 2005
AND THE CITY OF GARDEN GROVE

WHEREAS, the City Council of the City of Garden Grove understands the need for increased cost savings to close a deficit between revenues and expenditures in an expeditious fashion;

WHEREAS, the International Association of Fire Fighters, Garden Grove Local 2005 shares this concern and believes a solid fiscal foundation to be essential to its member's well-being;

WHEREAS, the International Association of Fire Fighters, Garden Grove Local 2005 and City Management have met and conferred in good faith on joint solutions to this pressing need; and

WHEREAS, the International Association of Fire Fighters, Garden Grove Local 2005 and City Management have reached a tentative agreement on changes to the Memorandum of Understanding (MOU) to insure a financially-sound future.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GARDEN GROVE DOES HEREBY RESOLVE:

Section 1. The Memorandum of Understanding on Salaries, Wages, and Fringe Benefits 2009-2012, by and between the International Association of Fire Fighters, Garden Grove Local 2005 and the City of Garden Grove as approved and adopted by City Council Resolution No. 8883-09 and amended by Resolution No. 8958-10 is hereby amended as follows:

A. The term of this MOU shall be extended two full years, i.e., the new term of the MOU shall be July 1, 2009, through June 30, 2015.

B. Article II, Section 1 ("Wages") is amended to read as follows:

a. First Year

The City shall provide no (0%) salary increase during the first year, fiscal year 09-10.

b. Second Year

The City shall provide no (0%) salary increase during the second year, fiscal year 10-11.

c. Third Year

Effective the first full pay period after July 1, 2011, the City will implement Longevity Pay as outlined below.

d. Fourth Year

The City shall provide no (0%) salary increase during the fourth year, fiscal year 12-13.

e. Fifth Year

The City shall provide no (0%) salary increase during the fifth year, fiscal year 13-14.

C. Article V, Section 3 ("Holidays") is amended to read as follows:

- a. Fire Department members assigned to suppression duty earn thirteen (13) hours of holiday time each month. Employees assigned to a forty-hour schedule receive an equivalent amount of holiday time per the conversion formula currently used by the Payroll Unit within the Finance Department. For suppression shift personnel, holidays shall be computed as a 12-hour period. Forty-hour personnel shall observe the holidays on the days designated by the Fire Chief.

January 1 (New Year's Day)
Third Monday of February (President's Day)
Last Monday in May (Memorial Day)
July 4 (Independence Day)
First Monday in September (Labor Day)
November 11 (Veteran's Day)
Fourth Thursday in November (Thanksgiving Day)
Day after Thanksgiving Day
Day before Christmas Day*
December 25th (Christmas Day)
Day before New Year's Day*
2 Floating Holidays

Members may, at employee's option, cash out holiday time. The total available holiday hours for shift personnel will be divided as follows:

- (1) 50% of the total will be available on January 1; and
- (2) The remaining 50% will be available on July 1.

At date of termination from City employment, any holidays previously paid off but not earned shall be deducted from the employee's final paycheck.

- b. Notwithstanding the foregoing in subpart a., above, beginning May 23, 2012, for the remainder of fiscal year 11-12, and the entirety of fiscal year 12-13 and fiscal year 13-14, Members must cash out their entire holiday time bank. During this time period, Members may not use their holiday time bank to cover any absence. Per current practice, any time remaining in a holiday time bank in December will be paid out by the Payroll Unit within the Finance Department prior to the end of the calendar year.

Adopted this 22nd day of May 2012.

ATTEST:

/s/ WILLIAM J. DALTON
MAYOR

/s/ KATHLEEN BAILOR, CMC
CITY CLERK

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS:
CITY OF GARDEN GROVE)

I, KATHLEEN BAILOR, City Clerk of the City of Garden Grove, do hereby certify that the foregoing Resolution was duly adopted by the City Council of the City of Garden Grove, California, at a meeting held on the 22nd day of May 2012, by the following vote:

AYES: COUNCIL MEMBERS: (5) BEARD, BROADWATER, JONES, NGUYEN, DALTON
NOES: COUNCIL MEMBERS: (0) NONE
ABSENT: COUNCIL MEMBERS: (0) NONE

/s/ KATHLEEN BAILOR, CMC
CITY CLERK