



City of Orange

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Title: Memoranda of Understanding between the City of Orange and all bargaining groups.

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Attachments: 1. Staff Report, 2. Resolution No. 11272, 3. Resolution No. 11273, 4. Resolution No. 11274, 5. Resolution No. 11275, 6. Resolution No. 11277, 7. Resolution No. 11278, 8. Resolution No. 11279, 9. Resolution No. 11285, 10. 11-10-2020 Hot File - Item 3.25.pdf

Date	Ver.	Action By	Action	Result
11/10/2020	1	City Council	Approved as amended	Pass

TO: Honorable Mayor and Members of the City Council

THRU: Rick Otto, City Manager

FROM: Monica Espinoza, Human Resources Director

1. SUBJECT

Memoranda of Understanding between the City of Orange and all bargaining groups.

2. SUMMARY

The Resolutions listed under recommended action establish Memoranda of Understanding (MOUs) between the City of Orange and its eight bargaining groups. These MOUs incorporate previously agreed to Letters of Understanding, Side Letters, minor language clean up, and, within the Orange Management Association MOU, the establishment of the Digital Marketing Coordinator classification.

3. RECOMMENDED ACTION

1. Approve Resolution No. 11272. A Resolution of the City Council of the City of Orange repealing Resolution No. 11056 and approving the Memorandum of Understanding between the City of Orange and the Orange Management Association concerning wages, hours, and other conditions of employment effective January 1, 2020, through and including December 31, 2023.
2. Approve Resolution No. 11273. A Resolution of the City Council of the City of Orange repealing Resolution No. 11110 and amendments thereto approving the Memorandum of Understanding between the City of Orange and the City of Orange Police Management Association bargaining unit concerning wages, hours, and other terms and conditions of employment effective July 1, 2019, through June 30, 2023.
3. Approve Resolution No. 11274. A Resolution of the City Council of the City of Orange

repealing Resolution No. 11079 and all amendments thereto and approving the Memorandum of Understanding between the City of Orange and the Orange City Firefighters, Inc. Local 2384 of the International Association of Fire Fighters, AFL-CIO concerning wages, hours, and other conditions of employment effective July 1, 2019, through June 30, 2023.

4. Approve Resolution No. 11275. A Resolution of the City Council of the City of Orange repealing Resolution No. 11108 and all amendments thereto and approving the Memorandum of Understanding between the City of Orange and the Orange Fire Management Association concerning wages, hours, and other conditions of employment effective July 1, 2019, through June 30, 2023.
5. Approve Resolution No. 11277. A Resolution of the City Council of the City of Orange repealing Resolution No. 11093 and all amendments thereto and approving the Memorandum of Understanding between the City of Orange and the City of Orange Police Association concerning wages, hours, and other terms and conditions of employment effective July 1, 2019, through June 30, 2023.
6. Approve Resolution No. 11278. A Resolution of the City Council of the City of Orange repealing Resolution No. 11059 and approving the Memorandum of Understanding between the City of Orange and the Water Division Employees' Association concerning wages, hours, and other conditions of employment effective January 1, 2020, through and including December 31, 2023.
7. Approve Resolution No. 11279. A Resolution of the City Council of the City of Orange repealing Resolution No. 11058 and approving the Memorandum of Understanding between the City of Orange and the Orange Maintenance and Crafts Employees' Association concerning wages, hours, and other conditions of employment effective January 1, 2020, through December 31, 2023.
8. Approve Resolution No. 11285. A Resolution of the City Council of the City of Orange repealing Resolution No. 11057 and approving the Memorandum of Understanding between the City of Orange and the Orange Municipal Employees' Association concerning wages, hours, and other conditions of employment effective January 1, 2020, through and including December 31, 2023.

4. FISCAL IMPACT

Since Council has already approved the economic provisions of these Memoranda of Understanding at previous meetings by adopting Letters of Understanding and Side Letter Agreements, with the exception noted below, there is no additional fiscal impact to the budget for adopting these Memoranda of Understanding.

As a result of recent case law developments, a modification to a provision within the COPA MOU was required which caused a slight fiscal impact.

5. STRATEGIC PLAN GOALS

Goal 1: Provide for a safe community

- a: Provide staffing and resources to deliver services that ensure public safety.

Goal 4: Provide outstanding public service

- e: Attract, retain and develop quality employees dedicated to public service.

6. DISCUSSION AND BACKGROUND

In accordance with the Myers-Milias-Brown Act, the City and the labor groups met and conferred on matters of concern to the City and the employees within the bargaining groups. Contract negotiations concluded in December of 2019 when the City and the bargaining groups reached agreement on wages, salaries, benefits, and other terms and conditions of employment.

Between April and July of 2020, the City and the labor groups met to discuss the fiscal impacts of the COVID-19 pandemic. As a result of these discussions, the parties agreed to various Side Letter Agreements. The terms of these Side Letter Agreements are incorporated into the Memoranda of Understanding.

Due to recent case law developments, the Educational Incentive and Peace Officer Standard Training (POST) Certificate Pays which were once combined, are now bifurcated to ensure the benefit continues to be pensionable compensation within the Police Association and Police Management Association MOUs. The overall level of benefit is not being enhanced.

At their September 2020 meeting, the City Council approved an agreement with Granicus to redesign the City's website. Within that report, City staff recommended the creation of a new position to support and maintain the website. Accordingly, staff is recommending the creation of the Digital Media Coordinator classification within the Orange Management Association which will occupy an existing vacant position.

These new Memoranda of Understanding contain minor language changes and incorporate all the economic provisions adopted by Council at previous Council meetings.

7. ATTACHMENTS

- Resolution No. 11272
- Resolution No. 11273
- Resolution No. 11274
- Resolution No. 11275
- Resolution No. 11277
- Resolution No. 11278
- Resolution No. 11279
- Resolution No. 11285