

City of Garden Grove

INTER-DEPARTMENT MEMORANDUM

To:	Matthew J. Fertal	From:	John D.R. Clark	
Dept:	City Manager	Dept:	Human Resources	
Subject:	APPROVE RESOLUTION IMPLEMENTING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE GARDEN GROVE POLICE ASSOCIATION		Date:	April 28, 2009

OBJECTIVE

This letter requests City Council approval for a resolution implementing a new two (2) year Memorandum of Understanding (MOU) with the Garden Grove Police Association ("Union").

BACKGROUND

At the direction of the City Council, management and the Union bargained in February and March 2009, on wages, benefits and working conditions. Both sides recognized the difficult financial circumstances facing the City and worked diligently to arrive at affordable and responsible terms.

DISCUSSION

The new MOU provides for no (0%) salary increase throughout fiscal year 2009-10 and a salary adjustment of 2.0% in fiscal year 2010-11. Veteran's Day is to be added as a holiday, along with a one-time grant of ten (10) vacation hours. Payout of accumulated sick leave at retirement is increased from a maximum of 500 hours to 750 hours. The new MOU also affords Union members an increase of two (2) hours a month in sick leave accrual.

The Agreement also represents some major cost savings for the City. A reduction in the notice time for cancellation of a subpoena falling on an officer's day off from 21 days to 7 days is projected to save \$100,000 annually. As with the City's other units, this MOU also provides for no (0%) increase in fringe benefit contribution, although there is a non-binding reopener in fiscal year 2010-11 if the PERS Health average rate increase is more than 5%.

The tentative agreement embodied in the attached MOU has been approved in a vote by Union members.

FISCAL IMPACT

The costs associated with the proposed MOU are within the limits set in the City's Three-Year Financial Plan as outlined in the Council Retreat of January, 2009.

RECOMMENDATION

It is recommended that the City Council adopt the attached resolution and memorandum of understanding with the Garden Grove Police Association for the term of July 1, 2009 through June 30, 2011.



JOHN D.R. CLARK
Director of Human Resources

Recommended for Approval:



Matthew Ferial
City Manager

Attachments: Resolution
 Memorandum of Understanding