



## **STAFF REPORT**

**Meeting Date:** April 7, 2015

**To:** Honorable Mayor & City Council

**From:** Peter Brown, Labor Negotiator

**Subject:** UPCOMING LABOR NEGOTIATIONS WITH SEVEN EMPLOYEE ASSOCIATIONS

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### **INTRODUCTION**

Seven of the nine employee associations in the City of Beverly Hills have a Memorandum of Understanding (MOU) which expires in 2015 as follows:

- Part-Time MEA - June 30, 2015
- Five Full-Time Employee Non-Safety Associations - September 30, 2015
  - Municipal Employees' Association
  - Supervisors' Association
  - Confidential Employees' Association
  - Safety Support Employees' Association
  - Management and Professional Employees' Association
- Firemen's Association - October 5, 2015

The City is going to commence labor negotiations with each of these associations in the near future. The purpose of this study session item is to discuss the last round of negotiations (concluded in 2014), what issues will likely be brought to the collective bargaining table this year, and to give the Council the opportunity to ask questions related to the process or about other issues which may occur during the collective bargaining negotiations. In addition, since there will be a community meeting on April 30th to discuss the upcoming labor negotiations, this study session item will enable the City Council to provide input on topics to be discussed during that community meeting.

### **DISCUSSION**

In December 2013, the City Council adopted an Ordinance Regarding the Procedure for Adopting or Amending a Memorandum of Understanding Between the City and an Exclusively Recognized Employee Organization, often referred to as the COIN Ordinance (Civic Openness in Negotiations), which includes the following provisions:

1. The Lead Negotiator on behalf of the City shall not be an employee of the City – *the City has been using an independent negotiator for 7+ years*
2. A fiscal analysis of the proposed MOU conducted by an independent firm
3. Adoption of the MOU only after the MOU is placed on two Council agendas at least two weeks apart (not on the Consent Calendar)
4. The MOU and fiscal analysis are to be posted on the City's website at least 72 hours before the first Council meeting at which the proposed MOU is considered

During the last round of negotiations, the public was first apprised of provisions derived from the outcome of those negotiations at the first Council meeting (of the two required by the COIN Ordinance) at which the proposed MOUs were being considered. This was after tentative agreements were reached with each of the five associations whose MOUs were being negotiated in 2013-14. This caused some concern for the Council since it desires the public's input regarding the expenditure of City resources on employee wages and benefits.

In preparation for this year's negotiations (in which seven of the City's nine employee associations MOUs are due to expire per the schedule above) the Council recently determined that it would be prudent to hold a study session (which is a public meeting as opposed to a closed session) where it would publicly discuss issues related to collective bargaining. The Council also determined that it would follow that study session with a community meeting where the public could express itself about the upcoming negotiations and the Council would have an opportunity to consider the public's input gathered at that meeting prior to beginning the negotiation process. The Council indicated that having these meetings prior to directing its labor negotiator (in closed session) would assist the Council in providing direction regarding strategy and authority.

### **FISCAL IMPACT**

There is no fiscal impact associated with this report.

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**RECOMMENDATION**

The City's Labor Negotiator seeks input from the City Council on matters to be discussed at the Community Meeting on April 30<sup>th</sup> related to upcoming Labor Negotiations.

*Peter Brown CND*

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Peter Brown  
Approved By