

# **RESOLUTION NO. 2010-700**

Adopted by the Sacramento City Council

December 7, 2010

## **AUTHORIZATION TO APPROVE LETTERS OF UNDERSTANDING WITH RECOGNIZED EMPLOYEE ORGANIZATIONS**

### **BACKGROUND**

- A. The City of Sacramento negotiates long-term collective bargaining agreements with the recognized employee organizations covering terms and conditions of employment.
- B. During the term of these agreements, it is beneficial to the City and the unions to modify the terms to meet operating needs and changes in the workplace.
- C. These modifications occur throughout the term of the collective bargaining agreements and are administered by the Director of Human Resources who has assumed labor relations responsibility for the City is therefore responsible for the oversight, implementation and administration of the Agreements.
- D. In order for the City Manager and the Director of Human Resources to reach mid-term agreements that are memorialized as Letters of Understanding, authority delegated by the City Council is required.
- E. Letters of Understanding must be approved as to form by the City Attorney.

### **BASED ON THE FACTS FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:**

- Section 1. The City Manager is authorized to make modifications to the collective bargaining agreements as determined to be in the best interest of the City and the operating needs of the departments. Modifications to the agreement must not exceed a \$100,000 cost threshold during the term of the collective bargaining agreement.
- Section 2. The Director of Human Resources is authorized to make modifications to the collective bargaining agreements as determined to be in the best interest of the City and the operating needs of the departments that do not involve economic or financial issues and that address operational, personnel or other matters that are the subject of collective bargaining.
- Section 3. All Letters of Understanding must be approved as to form by the City Attorney prior to execution by the City Manager or Director of Human Resources.

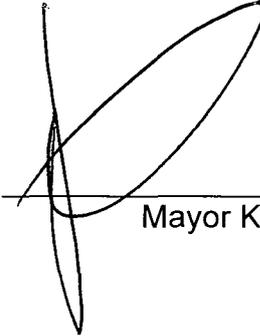
Adopted by the City of Sacramento City Council on December 7, 2010 by the following vote:

Ayes: Councilmembers Ashby, Cohn, D Fong, R Fong, McCarty, Pannell, Schenirer, Sheedy, and Mayor Johnson.

Noes: None.

Abstain: None.

Absent: None.



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Mayor Kevin Johnson

Attest:

  
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Shirley Concdlino, City Clerk