



# City of Rialto

## Legislation Text

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**File #:** CC-19-1069, **Version:** 1

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For City Council Meeting [December 10, 2019]

TO: Honorable Mayor and City Council

APPROVAL: Rod Foster, City Administrator

FROM: Angela McCray, Director of Human Resources & Risk Management

Request City Council to Approve the Collective Bargaining Memorandum of Understanding by and between the City of Rialto and the Rialto Professional Firefighters of California Local 3688 (3688) for the period covering July 1, 2017 to June 30, 2022.

### **BACKGROUND:**

The Memorandum of Understanding (MOU) for the Rialto Professional Firefighters of California Local 3688 expired as of June 30, 2017. As of March 12, 2019, the City along with representatives of Local 3688 reached an oral tentative agreement, and Local 3688 ratified the oral agreement on March 15, 2019 voting to accept negotiated terms regarding wages, benefits and working conditions for a term of July 1, 2017 to June 30, 2022.

### **ANALYSIS/DISCUSSION:**

This staff report recommends City Council's approval of contract language incorporated into an agreement with the Rialto Professional Firefighters of California Local 3688, which has been reviewed and approved as to form by the City Attorney's Office. Attachment 1 is the MOU for Local 3688 which incorporates provisions mutually agreed upon during the negotiation process. The MOU effective date is retroactive to July 1, 2017 and shall expire at midnight on June 30, 2022. Benefits and actions associated with this MOU have previously been implemented and/or initiated.

### **ENVIRONMENTAL IMPACT:**

This request is not a Project as defined by Section 15378 of the California Environmental Quality Act (CEQA) Guidelines. A "Project" means the whole of an action, which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment. Pursuant to Section 15378 (b) (5) a project does not include organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment.

### **GENERAL PLAN CONSISTENCY:**

This action is consistent with Guiding Principle 3A in the General Plan:

Our City government will lead by example, and will operate in an open, transparent, and responsible manner that meets the needs of the citizens and is a good place to do business.

### **LEGAL REVIEW:**

The City Attorney has reviewed and approved this staff report and the attachments associated with said staff report.

**FINANCIAL IMPACT:**

**Operating Budget Impact**

The costs associated with the negotiated terms of the attached MOU were approved as of the City Council action seeking City Budget Approval on June 25, 2019 and will be incorporated into the upcoming FY 2020/2021 budget. All costs to be incurred after June 30, 2021 will be budgeted in the upcoming FY 2021/2022 Operating Budget.

**Capital Budget Impact:**

This action has no impact on the Capital Fund Budget.

**RECOMMENDATION:**

Staff recommends that the City Council formally approve and ratify the attached final iteration of the collective bargaining MOU between the City of Rialto and the Rialto Professional Firefighters of California Local 3688 covering the period of July 1, 2017 and June 30, 2022.