

STAFF REPORT
City of Lancaster, California

CC 8
07/14/09
MVB

Date: July 14, 2009

To: Mayor Parris and City Council Members

From: Beverly Glode, Director
Human Resources & Risk Management

Subject: Approval of the Two Year Extension of the Memorandum of Understanding
between the City of Lancaster and Teamster Local 911.

Recommendation:

Adopt Resolution No. 09-64, a resolution of the City Council of the City of Lancaster, CA approving a two year extension of the Memorandum of Understanding between the City of Lancaster and Teamsters Local 911.

Fiscal Impact:

The two year total cost of the MOU is estimated at \$220,710. This cost is within the projections in the General Fund Five Year Forecast.

Background:

The City of Lancaster and Teamsters Local 911 held several discussions on the best approach to the “meet and confer” process to negotiate a successor agreement. As a result of these discussions the parties arrived at a tentative agreement for a two year extension of the current Memorandum of Understanding that would extend the term of the agreement through December 31, 2011.

As part of the tentative agreement the City has agreed to implement the seven step salary schedule that resulted from the total cost of compensation study that was completed in July 2008. The City also agreed to conduct a total cost of compensation study on positions within the Utility Services Division and to share the results with the union by July 2011.

The Union ratified the tentative agreement on June 18, 2009. We believe that the terms of the agreement are fair to both parties.

Attachment:

Resolution No. 09-64
Side Letter Extending the 2007 – 2009 Memorandum of Agreement between the City of Lancaster and Teamsters Local 911 Bargaining Unit through December 31, 2011.