

#56

APR 12 2007



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MEMORANDUM

DATE: April 12, 2007

TO: Mayor and Council

THROUGH: W. Mark Pentz, City Manager
Debra Stapleton, Director, Human Resources Division *AS*

FROM: Greg Fretz, Labor Relations Administrator *GF*

SUBJECT: Police Sergeants Meet & Confer Process

RECOMMENDATION:

City Staff recommends that Mayor and City Council appoint Douglas Hammond, as a mediator, to help the City negotiating team and Police Sergeants bargaining unit to resolve the open areas of dispute in the Meet & Confer process.

BACKGROUND/DISCUSSION:

The City negotiating team and the Police Sergeants bargaining unit have been meeting in an attempt to reach a new memorandum of understanding agreement. The parties have been unable to reach a negotiated settlement and there are still specific areas of dispute, all of these areas involve economic issues.

On March 22, 2007, the Police Sergeants bargaining unit declared impasse and requested to go directly to the City Council to resolve these issues. The City negotiating team has taken the position that mediation may help the parties reach an agreement. We asked the Police Sergeants if they were interested in both parties mutually requesting the assistance of the Federal Mediation Conciliation Service (F.M.C.S.), they declined our offer. Based on the provisions contained in the Meet and Confer Ordinance Section 2-13.8 D.5(c), City Staff is requesting that the City Council assign a mediator to our meetings.

City Staff recommends Douglas Hammond, a retired mediator with the Federal Mediation Conciliation Service (F.M.C.S.). Mr. Hammond's fee is \$150 per hour with a four (4) hour minimum charge. The Meet & Confer Ordinance provides that all costs associated with use of a mediator will be split equally between the City and the employee organization.

PROPOSED MOTION:

City Staff requests that Mayor and City Council appoint Douglas Hammond, as a mediator, to help the City and Police Sergeants bargaining unit to resolve the open areas of dispute in the Meet & Confer process.