



## CITY COUNCIL STAFF REPORT

DATE: July 19, 2017 CONSENT

SUBJECT: AMEND THE EMPLOYER-EMPLOYEE RELATIONS RESOLUTION FOR  
THE CLASSIFICATION OF FIRE CAPTAIN

FROM: David H. Ready, City Manager

BY: Department of Human Resources

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### SUMMARY

The City Council will consider an amendment to the Employer-Employee Relations Resolution of the City of Palm Springs to remove the classification of Fire Captain from the Palm Springs Fire Management Association (PSFMA) and add it to the Palm Springs Fire Safety Association (PSFSA) effective July 1, 2018.

### RECOMMENDATION:

1. Adopt Resolution No. \_\_\_\_\_, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA, APPROVING AMENDING THE EMPLOYER-EMPLOYEE-EMPLOYEE RELATIONS RESOLUTION 16438 AND AS PREVIOUSLY AMENDED BY RESOLUTION 17793 FOR THE CLASSIFICATION OF FIRE CAPTAIN".
2. Authorize the City Manager to execute all documents necessary to effectuate this action.

### STAFF ANALYSIS:

The City currently has a Memorandum of Understanding (MOU) in effect with the PSFSA and a separate MOU with the PSFMA, both of which expire on June 30, 2018; and the classification of Fire Captain is currently represented by the PSFMA. Both the PSFSA and the PSFMA have informed the City that they mutually desire to have the classification of Fire Captain represented by the PSFSA effective July 1, 2018 and have requested that the City cooperate in the request in lieu of filing a formal request to modify their bargaining units through the California Public Employment Relations Board.

Fire Captains are typically represented by safety associations throughout California and the representation would likely have a greater community of interest in the Fire Safety Association. In order to support the decision, this requested modification required both associations to conduct an election of their membership and obtain a majority of


ITEM NO. 1.D.

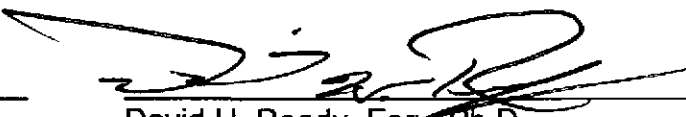
members of both associations to support this modification. A vote was held in May 2017 and a majority of members of both associations voted in favor for this modification.

As a majority of both associations are in support of the Fire Captains being removed from the PSFMA bargaining unit and being added to the PSFSA bargaining unit, the recommendation is to support the agreement and adoption of the resolution.

FISCAL IMPACT:

There is no FY budget impact.

  
Perry Madison  
Director of Human Resources

  
David H. Ready, Esq., Ph.D.  
City Manager

Attachments:

- Proposed Resolution Amending the Employer-Employee Relations Resolutions
- Employer-Employee Relations Resolution Amendment 17793

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM SPRINGS, CALIFORNIA, AMENDING THE EMPLOYER-EMPLOYEE RELATIONS RESOLUTION, NO. 16438 AND AS PREVIOUSLY AMENDED.

WHEREAS, Resolution 16438, the Employer-Employee Relations Resolution of the City of Palm Springs, was adopted April 6, 1988, and

WHEREAS, Resolution 16438 was amended by Resolution 17793, adopted February 5, 1992; and Resolution 18960, adopted January 8, 1997; and

WHEREAS, in making its unit determination, the City Council has investigated and considered whether and which employees share a similar community of interests, the City's needs to maintain an efficient operation, the units of representation historically recognized by the City, and other matters considered relevant by the City to promoting sound employer-employee relations and efficient operation of the City; and

WHEREAS, the City Council adopted Resolution No. 17793 on February 5, 1992 which modified Resolution 16438 and provided in Section 1 of that Resolution that there are two separate bargaining units for Fire employees. That resolution amended Section 8.1.1 of Resolution 16438 and added Section 8.1.2 as follows:

8.1.1 Fire Safety Unit consisting of all Fire Fighting and Fire Inspection Employees below the rank of Fire Captain; and

8.1.2 Fire Management unit consisting of all management, professional and supervisory positions in the Fire Department, but Fire Safety positions below the rank of Fire Captain; and

NOW, THE CITY COUNCIL OF THE CITY OF PALM SPRINGS DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The true and correct recitals above are incorporated by this reference herein as the factual basis for this resolution.

SECTION 2. Section 1 of Resolution 17793 is modified to read as follows:

8.1.1 Fire Safety Unit consisting of the classifications of Firefighter, Fire Engineer and Fire Captain.

8.1.2 Fire Management unit consisting of employees in the classifications of all Fire Safety Management positions in the Fire Department above the rank of Fire Captain

SECTION 3. Except as expressly amended above in Section 2, all other provisions of Resolutions 16438 and 17793, as amended, shall remain as provided herein.

PASSED, APPROVED AND ADOPTED BY THE PALM SPRINGS CITY COUNCIL THIS 19th DAY OF JULY, 2017.

\_\_\_\_\_  
David H. Ready, City Manager

ATTEST:

\_\_\_\_\_  
Kathleen D. Hart, Interim City Clerk

CERTIFICATION

STATE OF CALIFORNIA )  
COUNTY OF RIVERSIDE ) ss.  
CITY OF PALM SPRINGS )

I, KATHLEEN D HART, Interim City Clerk of the City of Palm Springs, hereby certify that Resolution No. \_\_\_\_\_ is a full, true and correct copy, and was duly adopted at a regular meeting of the City Council of the City of Palm Springs on \_\_\_\_\_, by the following vote:

AYES:  
NOES:  
ABSENT:  
ABSTAIN:

\_\_\_\_\_  
Kathleen D Hart, City Clerk  
City of Palm Springs, California