



CITY OF LODI
COUNCIL COMMUNICATION

AGENDA TITLE: Adopt Resolution Ratifying Memorandum of Understanding with Lodi City Mid-Management Association (Calendar Year 2006)

MEETING DATE: October 5, 2005

PREPARED BY: Jere Kersnar, Interim Deputy City Manager

RECOMMENDED ACTION: It is recommended that the City Council adopt a Resolution ratifying the attached Memorandum of Understanding (MOU) with the Lodi City Mid-Management Association (LCMMA) for the period from January 1, 2006, through December 31, 2006.

BACKGROUND INFORMATION: The Association represents approximately 40 positions throughout the City organization. The current MOU expires December 31, 2005, and, following Council direction, management staff has negotiated a new MOU to cover Calendar Year 2006. The major provisions of the new MOU with LCMMA are as follows:

- No salary adjustment
- "Me-too" clause
- Continuation of terms and provisions of current MOU

The "Me-too" clause provides that, should any other bargaining unit be granted a salary increase in the year following the expiration of their current MOU, the LCMMA would be entitled to the same increase. The expiration dates of the MOUs with other bargaining units are as follows:

December 2005	—	International Brotherhood of Electrical Workers (IBEW)
June 2006	—	Lodi Professional Firefighters Lodi Police Mid-Management Organization Maintenance and Operators Unit (AFSCME) General Services Unit (AFSCME)
October 2007	—	Police Officers Association of Lodi
November 2007	—	Lodi Police Dispatchers Association

FISCAL IMPACT: Since no salary increase is included in this MOU, there is no immediate fiscal impact from ratification. Triggering the "Me-too" clause in the future would result in added costs of an indeterminate amount.

FUNDING AVAILABLE: None required.

James R. Krueger, Finance Director

Jere A. Kersnar, Interim Deputy City Manager

Attachment: Memorandum of Understanding

APPROVED:
Blair King, City Manager

RESOLUTION NO. 2005-215

A RESOLUTION OF THE LODI CITY COUNCIL
RATIFYING MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LODI AND LODI CITY
MID-MANAGEMENT ASSOCIATION

=====

NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby ratify the Memorandum of Understanding for the Lodi City Mid-Management Association, as shown on Exhibit A attached hereto; and

BE IT FURTHER RESOLVED that said Memorandum of Understanding shall be effective January 1, 2006 through December 31, 2006.

Dated: October 5, 2005

=====

I hereby certify that Resolution No. 2005-215 was passed and adopted by the City Council of the City of Lodi in a regular meeting held October 5, 2005, by the following vote:

AYES: COUNCIL MEMBERS – Hansen, Johnson, Mounce, and
Mayor Beckman

NOES: COUNCIL MEMBERS – None

ABSENT: COUNCIL MEMBERS – Hitchcock

ABSTAIN: COUNCIL MEMBERS – None



SUSAN J. BLACKSTON
City Clerk

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF LODI

AND

LODI CITY MID-MANAGEMENT ASSOCIATION

JANUARY 1, 2006 - DECEMBER 31, 2006

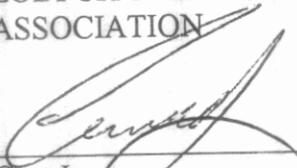
Effective January 1, 2006, and except as provided herein, the January 2003 – December 2005 Memorandum of Understanding (“MOU”) between the Lodi City Mid-Management Association (“LCMMA”) and the City of Lodi (“City”) shall extend for one year to December 31, 2006.

Salary Adjustments--No Cost of Living Adjustments (COLAs) will be provided to LCMMA members during the term of this MOU, except as provided below. Salary adjustments shall continue, however, for reclassifications, salary step increases, and promotions. Should any other bargaining unit within the City be granted a COLA or other across-the-board salary increase effective during the year following the expiration of the MOU with said bargaining unit in effect as of the execution of this MOU, LCMMA members shall be given the same COLA or salary increase, effective the pay period in which January 2, 2006, falls; said COLA shall be added to base salary. Should a larger COLA or salary increase be subsequently granted to another bargaining unit effective during the year following their current MOU, LCMMA members shall receive the differential to the larger COLA or salary increase, retroactive to the pay period in which January 2, 2006, falls; said COLA differential shall be added to base salary.

Term--The terms and conditions of this MOU shall apply from January 1, 2006, through December 31, 2006.

Subsequent Meet-and-Confer Discussions--The parties mutually agree to commence meet-and-confer discussions related to a new MOU no later than three months prior to the expiration of this MOU.

LODI CITY MID-MANAGEMENT
ASSOCIATION



Curt Juran
President

Date: 9/15/05

CITY OF LODI
A MUNICIPAL CORPORATION

Blair King
City Manager

Date: _____