

RESOLUTION NO. 2020-51-3161

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE
APPROVING AMENDMENT NO. 1 TO THE MEMORANDA OF
UNDERSTANDING BY AND BETWEEN THE CITY OF IRWINDALE AND THE
IRWINDALE CITY EMPLOYEES ASSOCIATION (ICEA) AND THE IRWINDALE
MANAGEMENT EMPLOYEES ASSOCIATION (IMEA) FOR PERIOD JULY 1,
2016 THROUGH JUNE 30, 2020, EXTENDING THE TERM OF THE TWO
MEMORANDA FOR ONE ADDITIONAL YEAR THROUGH JUNE 30, 2021
AND ADDING A "ME TOO" CLAUSE**

WHEREAS, the City of Irwindale (hereinafter the "City") is committed to providing reasonable and orderly procedures for the administration of employer-employee relations between the City and its employees; and

WHEREAS, the City has, and continues to, recognize the Irwindale City Employees Association ("ICEA") as the sole exclusive bargaining agent for the General Unit of employees of the City, for all matters concerning wages, hours and working conditions; and

WHEREAS, the City has, and continues to, recognize the Irwindale Management Employees Association ("IMEA") as the sole exclusive bargaining agent for the Management Unit of employees of the City, for all matters concerning wages, hours and working conditions; and

WHEREAS, the current Memorandum of Understanding between the City and the ICEA ("ICEA MOU 2016-2020") and the current Memorandum of Understanding between the City and the IMEA ("IMEA MOU 2016-2020"), which were duly approved by the City Council at its regularly scheduled meeting on November 14, 2018, are both set to expire on June 30, 2020; and

WHEREAS, the City and the ICEA and IMEA would normally commence negotiations for a successor MOU during the months of March through June 2020; and

WHEREAS, the California Governor on March 4, 2020 proclaimed a State of Emergency to exist in California due to the COVID-19 pandemic; and

WHEREAS, the Los Angeles County Board of Supervisors and the Department of Public Health on March 4, 2020 declared a local and public health emergency in response to increased spread of coronavirus across the county and country; and

WHEREAS, the City's Director of Emergency Services on March 12, 2020 declared a local emergency thereby activating the Emergency Operations Center due to threats to people within the City from COVID-19, which threats are likely to be beyond the control of the services, personnel, equipment and facilities of the City and will likely require the combined forces of the other political subdivisions of the county, state and federal government; and

WHEREAS, the President of the United States on March 13, 2020 declared the outbreak of COVID-19 in the United States constituted a national emergency; and

WHEREAS, the City Council held a Special Meeting on March 18, 2020 ratifying the Proclamation of the Existence of a Local Emergency, and also approved an appropriation of \$1,025,000 from the General Fund Reserves for City's estimated costs to respond to the COVID-19 Emergency; and

WHEREAS, a "Safer at Home" Order was issued by the Los Angeles County Health Officer on March 19, 2020 in an attempt to slow the spread of COVID-19, and

WHEREAS, due to the economic impact of COVID-19 on the City's budget, with revenue shortfalls and increased spending on infrastructure, protective equipment and supplies to protect its employees and the public, the City met and conferred separately with the ICEA and the IMEA to negotiate the terms of an extension of the duration and term of the ICEA MOU 2016-2020 and the IMEA MOU 2016-2020 in light of the COVID-19 pandemic;

WHEREAS, the City have reached tentative agreements with the ICEA and the IMEA to extend the term of the ICEA MOU 2016-2020 and the IMEA MOU 2016-2020 to June 30, 2021, with no other changes provided that no other Recognized Employee Organizations receive any compensation and/or benefit increase during the term of the extended ICEA MOU 2016-2020 and IMEA MOU 2016-2020.

WHEREAS, the City's and the ICEA's and the IMEA's labor relations representatives memorialized their respective tentative agreements by means of an amendment to the ICEA MOU 2016-2020 ("ICEA MOU 2016-2020 Amendment No. 1"), and the IMEA MOU 2016-2020 ("IMEA MOU 2016-2020 Amendment No. 1"), pursuant to both the Meyers-Millias-Brown Act ("MMBA") (Gov't Code Section 3500-3511) and the City's Employer-Employee Relations Resolution, Resolution No. 2018-03-2997; and

WHEREAS, the ICEA MOU 2016-2020 Amendment No. 1, attached hereto as Exhibit "A" was ratified by the ICEA on June 1, 2020 and the IMEA MOU 2016-2020 Amendment No. 1, attached hereto as Exhibit "B" was ratified by IMEA on June 1, 2020; and

WHEREAS, the ICEA MOU 2016-2020 Amendment No. 1 and the IMEA MOU 2016-2020 Amendment No. 1, shall not be in full force and effect until adopted by resolution by the City Council of the City; and

WHEREAS, except as provided in the ICEA MOU 2016-2020 Amendment No. 1 and the IMEA MOU 2016-2020 Amendment No. 1, all other provisions of the ICEA MOU 2016-2020 and the IMEA MOU 2016-2020 shall remain in full force and effect.

WHEREAS, pursuant to Government Code Section 3505.1, the City Council must approve the terms of any memorandum of understanding or amendment thereto reflecting an agreement between the City and the Recognized Employee Organizations; and

WHEREAS, the City Council now desires to approve ICEA MOU 2016-2020 Amendment No. 1 and the IMEA MOU 2016-2020 Amendment No. 1.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF IRWINDALE, CALIFORNIA DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The foregoing recitals are true and correct and are incorporated by reference herein.

SECTION 2. The City Council hereby approves AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF IRWINDALE AND THE IRWINDALE CITY EMPLOYEES ASSOCIATION FOR PERIOD JULY 1, 2016 THROUGH JUNE 30, 2020, EXTENDING THE TERM OF THE MEMORANDUM FOR ONE ADDITIONAL YEAR THROUGH JUNE 30, 2021 AND ADDING A "ME TOO" CLAUSE, as provided in Exhibit "A."

SECTION 3. The City Council hereby approves AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF IRWINDALE AND THE IRWINDALE MANAGEMENT EMPLOYEES ASSOCIATION FOR PERIOD JULY 1, 2016 THROUGH JUNE 30, 2020, EXTENDING THE TERM OF THE MEMORANDUM FOR ONE ADDITIONAL YEAR THROUGH JUNE 30, 2021 AND ADDING A "ME TOO" CLAUSE, as provided in Exhibit "B."

SECTION 4. This Resolution shall be effective upon its passage and adoption. The Chief Deputy City Clerk shall certify to the adoption of this resolution.

PASSED, APPROVED, AND ADOPTED this 24th day of June, 2020.


Albert F. Ambriz, Mayor

ATTEST:

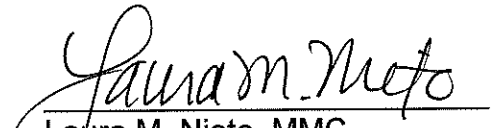


Laura M. Nieto, MMC
Chief Deputy City Clerk

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Chief Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing Resolution No. 2020-51-3161 adopted by the City Council of the City of Irwindale, at a regular meeting held on the 24th day of June, 2020 by the following vote:

AYES:	Councilmembers:	Breceda, Burrola, Garcia, Ortiz, Mayor Ambriz
NOES:	Councilmembers:	None
ABSENT:	Councilmembers:	None
ABSTAIN:	Councilmembers:	None



Laura M. Nieto, MMC
Chief Deputy City Clerk

EXHIBIT "A"

**AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE CITY OF IRWINDALE AND
THE IRWINDALE CITY EMPLOYEES ASSOCIATION
FOR PERIOD JULY 1, 2016 THROUGH JUNE 30, 2020,
EXTENDING THE TERM OF THE MEMORANDUM FOR ONE ADDITIONAL
YEAR THROUGH JUNE 30, 2021 AND ADDING A "ME TOO" CLAUSE**

WHEREAS, the City of Irwindale (hereinafter the "City") has, and continues to, recognize the Irwindale City Employees Association ("ICEA") as the sole exclusive bargaining agent for the General Unit of employees of the City, for all matters concerning wages, hours and working conditions; and

WHEREAS, the current Memorandum of Understanding between the City and the ICEA ("ICEA MOU 2016-2020"), which was duly approved by the City Council on November 14, 2018, is set to expire on June 30, 2020; and

WHEREAS, the City and the ICEA would normally commence negotiations for a successor MOU during the months of March through June 2020; and

WHEREAS, the California Governor on March 4, 2020 proclaimed a State of Emergency to exist in California due to the COVID-19 pandemic; and

WHEREAS, the Los Angeles County Board of Supervisors and the Department of Public Health on March 4, 2020 declared a local and public health emergency in response to increased spread of coronavirus across the county and country; and

WHEREAS, the City's Director of Emergency Services on March 12, 2020 declared a local emergency thereby activating the Emergency Operations Center due to threats to people within the City from COVID- 19, which threats are likely to be beyond the control of the services, personnel, equipment and facilities of the City and will likely require the combined forces of the other political subdivisions of the county, state and federal government; and

WHEREAS, the President of the United States on March 13, 2020 declared the outbreak of COVID-19 in the United States constituted a national emergency; and

WHEREAS, the City Council held a Special Meeting on March 18, 2020 ratifying the Proclamation of the Existence of a Local Emergency, and also approved an appropriation of \$1,025,000 from the General Fund Reserves for City's estimated costs to respond to the COVID- 19 Emergency; and

WHEREAS, a "Safer at Home" Order was issued by the Los Angeles County Health Officer on March 19, 2020 in an attempt to slow the spread of COVID- 19, and

WHEREAS, due to the economic impact of COVID-19 on the City's budget, with revenue shortfalls and increased spending on infrastructure, protective equipment and supplies to protect its employees and the public, the City and ICEA met and conferred to negotiate the terms of an extension of the duration and term of the ICEA MOU 2016-2020 in light of the COVID-19 pandemic;

WHEREAS, the City and ICEA have reached a tentative agreement to extend the term of the ICEA MOU 2016-2020 to June 30, 2021 with no other changes provided that no other Recognized Employee Organizations receive any compensation and/or benefit increase during the term of the extended ICEA MOU 2016-2020.

WHEREAS, the City's and ICEA's labor relations representatives memorialize this tentative agreement by means of an amendment to the ICEA MOU 2016-2020 ("Amendment No. 1"), pursuant to both the Meyers-Milias-Brown Act ("MMBA") (Gov't Code Section 3500-3511) and the City's Employer-Employee Relations Resolution, Resolution No. 2018-03-2997; and

WHEREAS, the Amendment No. 1 was ratified by the ICEA on June 1, 2020; and

WHEREAS, this Amendment No. 1 shall not be in full force and effect until adopted by resolution by the City Council of the City; and

WHEREAS, except as provided in this Amendment No. 1, all other provisions of the ICEA MOU 2016-2020 shall remain in full force and effect.

NOW, THEREFORE, it is hereby agreed that the ICEA MOU 2016-2020 is amended in the following particulars only:

ARTICLE 02
TERM OF MOU

SECTION 02.01 TERM ESTABLISHED

The term of this MOU shall be effective from and after July 1, 2016 and shall expire at midnight on June 30, ~~2020~~ 2021.

ARTICLE 06
BASIC COMPENSATION PLAN & OTHER BENEFITS

SECTION 06.03 SALARY AND WAGE SCHEDULES


- F. ICEA represented employees shall be provided with the same FY 2020-21 compensation and/or benefit increase in the event that members of other Recognized Employee Organizations receive any FY 2020-21 compensation and/or benefit increase during the one year extended term of this MOU, which expires at midnight on June 30, 2021.

Subject to the foregoing and in witness whereof, this Amendment No. 1 to the ICEA MOU is hereby executed by the authorized representatives of the City and ICEA and entered into as of this 18th day of June, 2020.

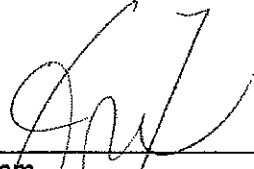
IT IS SO AGREED:

RECOGNIZED EMPLOYEE ORGANIZATION

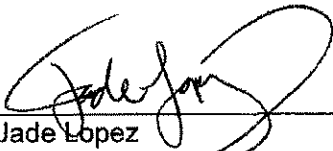
CITY OF IRWINDALE



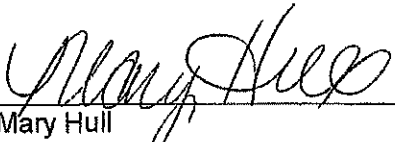
Rebecca Bardales
President - ICEA




William Tam
City Manager/Municipal Employee
Relations Representative



Jade Lopez
Secretary - ICEA



Mary Hull
Human Resources/Risk Manager



Colin J. Tanner
Labor Negotiator

EXHIBIT "B"

**AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE CITY OF IRWINDALE AND
THE IRWINDALE MANAGEMENT EMPLOYEES ASSOCIATION
FOR PERIOD JULY 1, 2016 THROUGH JUNE 30, 2020,
EXTENDING THE TERM OF THE MEMORANDUM FOR ONE ADDITIONAL
YEAR THROUGH JUNE 30, 2021 AND ADDING A "ME TOO" CLAUSE**

WHEREAS, the City of Irwindale (hereinafter the "City") has, and continues to, recognize the Irwindale Management Employees Association ("IMEA") as the sole exclusive bargaining agent for the Management Unit of employees of the City, for all matters concerning wages, hours and working conditions; and

WHEREAS, the current Memorandum of Understanding between the City and the IMEA ("IMEA MOU 2016-2020"), which was duly approved by the City Council on November 14, 2018, is set to expire on June 30, 2020; and

WHEREAS, the City and the IMEA would normally commence negotiations for a successor MOU during the months of March through June 2020; and

WHEREAS, the California Governor on March 4, 2020 proclaimed a State of Emergency to exist in California due to the COVID-19 pandemic; and

WHEREAS, the Los Angeles County Board of Supervisors and the Department of Public Health on March 4, 2020 declared a local and public health emergency in response to increased spread of coronavirus across the county and country; and

WHEREAS, the City's Director of Emergency Services on March 12, 2020 declared a local emergency thereby activating the Emergency Operations Center due to threats to people within the City from COVID-19, which threats are likely to be beyond the control of the services, personnel, equipment and facilities of the City and will likely require the combined forces of the other political subdivisions of the county, state and federal government; and

WHEREAS, the President of the United States on March 13, 2020 declared the outbreak of COVID-19 in the United States constituted a national emergency; and

WHEREAS, the City Council held a Special Meeting on March 18, 2020 ratifying the Proclamation of the Existence of a Local Emergency, and also approved an appropriation of \$1,025,000 from the General Fund Reserves for City's estimated costs to respond to the COVID- 19 Emergency; and

WHEREAS, a "Safer at Home" Order was issued by the Los Angeles County Health Officer on March 19, 2020 in an attempt to slow the spread of COVID-19, and

WHEREAS, due to the economic impact of COVID-19 on the City's budget, with revenue shortfalls and increased spending on infrastructure, protective equipment and supplies to protect its employees and the public the City and IMEA met and conferred to negotiate the terms of an extension of the duration and term of the IMEA MOU 2016-2020 in light of the COVID-19 pandemic;

WHEREAS, the City and IMEA have reached a tentative agreement to extend the term of the IMEA MOU 2016-2020 to June 30, 2021 with no other changes provided that no other Recognized Employee Organizations receive any compensation and/or benefit increase during the term of the extended IMEA MOU 2016-2020.

WHEREAS, the City's and IMEA's labor relations representatives memorialize this tentative agreement by means of an amendment to the IMEA MOU 2016-2020 ("Amendment No. 1"), pursuant to both the Meyers-Milias-Brown Act ("MMBA") (Gov't Code Section 3500-3511) and the City's Employer-Employee Relations Resolution, Resolution No. 2018-03-2997; and

WHEREAS, the Amendment No. 1 was ratified by the IMEA on June 1, 2020; and

WHEREAS, this Amendment No. 1 shall not be in full force and effect until adopted by resolution by the City Council of the City; and

WHEREAS, except as provided in this Amendment No. 1, all other provisions of the IMEA MOU 2016-2020 shall remain in full force and effect.

NOW, THEREFORE, it is hereby agreed that the IMEA MOU 2016-2020 is amended in the following particulars only:

ARTICLE 02
TERM OF MOU

SECTION 02.01 TERM ESTABLISHED

The term of this MOU shall be effective from and after July 1, 2016 and shall expire at midnight on June 30, 2020 2021.

ARTICLE 06
BASIC COMPENSATION PLAN & OTHER BENEFITS

SECTION 06.03 SALARY AND WAGE SCHEDULES

- G. IMEA represented employees shall be provided with the same FY 2020-21 compensation and/or benefit increase in the event that members of other Recognized Employee Organizations receive any FY 2020-21 compensation and/or benefit increase during the one year extended term of this MOU, which expires at midnight on June 30, 2021.

Subject to the foregoing and in witness whereof, this Amendment No. 1 to the IMEA MOU 2016-20 is hereby executed by the authorized representatives of the City and IMEA and entered into as of this 18 th day of June, 2020.

IT IS SO AGREED:

RECOGNIZED EMPLOYEE ORGANIZATION



Elizabeth Rodriguez
President - IMEA



Laura Nieto
Secretary - IMEA


CITY OF IRWINDALE



William Tam
City Manager/Municipal Employee
Relations Representative



Mary Hull
Human Resources/Risk Manager



Colin J. Tanner
Labor Negotiator