



CITY COUNCIL AGENDA REPORT

MEETING DATE: October 16, 2012

ITEM NUMBER: CC-11

SUBJECT: ADOPT RESOLUTION TO AMEND RESOLUTION #10-73, BETWEEN THE COSTA MESA DIVISION MANAGERS ASSOCIATION AND THE CITY OF COSTA MESA.

DATE: OCTOBER 5, 2012

FROM: CEO's OFFICE/HUMAN RESOURCES DIVISION

PRESENTATION BY: LANCE M. NAKAMOTO, HUMAN RESOURCES MANAGER

FOR FURTHER INFORMATION CONTACT: LANCE NAKAMOTO, AT (714) 754-5172

RECOMMENDATION:

Adopt Resolution 12-____: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, ADOPTING AN AMENDMENT TO RESOLUTION NO. 10-73 MAINTAINING THE CITY'S CURRENT FLEXIBLE CONTRIBUTION FOR EMPLOYEES REPRESENTED BY THE COSTA MESA DIVISION MANAGERS' ASSOCIATION (CMDMA).

DISCUSSION:

Resolution #10-73, approved by Council at October 26, 2010 City Council meeting, resulted in executives voluntarily agreeing to maintaining the City's 2010 monthly contribution for health and medical benefits at the 2010 amount for 2011 and 2012.

Representatives of the City and CMDMA were able to come to an agreement whereby CMDMA members have agreed to continue the City's current 2010 monthly contribution for calendar year 2013, which would have increased for the 2013 calendar year.

The recommended action is consistent with City Council's approval at the September 4, 2012 City Council meeting whereby the Costa Mesa Fire Management Association agreed to maintain their respective contribution.

ALTERNATIVES CONSIDERED:

In the event the Amendment is not approved and adopted, this would result in the division managers receiving an additional \$374 per month toward their flexible benefits amount.

FISCAL REVIEW:

The implementation of this Agreement with CMDMA would provide an annual budget savings to the City of approximately \$49,400, in addition to the \$31,300 annual savings from department directors who have agreed to freeze their respective health and medical contribution for the 2013 calendar year.

The City did not budget for an increase of the flexible benefit amounts for the fiscal year 2012-13. Therefore if this amendment is not approved, the City would need to increase fiscal year 2012-13 appropriations by approximately \$40,000 to provide this increased benefit.

LEGAL REVIEW:

The City Attorney's Office has reviewed the attached documents and, where appropriate, approved them as to form.

CONCLUSION:

In order to reduce the City's health and benefit costs, CMDMA has agreed to continue to freeze their current flexible benefits contribution through calendar year 2013.



LANCE M. NAKAMOTO

Human Resources Manager



RICHARD FRANCIS

Assistant Chief Executive Officer



BOBBY YOUNG

Director of Finance and I.T.

THOMAS DUARTE

City Attorney

DISTRIBUTION: Chief Executive Officer
City Clerk

ATTACHMENTS: 1 [101612 - CMDMA Letter of Agreement](#)
2 Resolution

AMENDMENT TO OCTOBER 26, 2010 RESOLUTION #10-73, BETWEEN THE
COSTA MESA DIVISION MANAGERS ASSOCIATION
AND THE CITY OF COSTA MESA

This AMENDMENT to the October 26, 2010 Resolution 10-73, shall take precedence over any and all conflicting provisions within said Letter of Agreement or within any City Council approved Resolution or conflicting past practices within the scope of representation. Unless otherwise indicated, all provisions of this AMENDMENT shall be effective concurrent with City Council adoption of the AMENDMENT. **HOWEVER, THIS AMENDMENT SHALL BE OF NO FORCE OR EFFECT UNLESS AND UNTIL ADOPTED BY THE CITY COUNCIL.**

Representatives of the Costa Mesa Division Manager's Association and the City of Costa Mesa having met and conferred in good faith, do now agree as follows:

1. SECTION 5. – the City's contribution towards employees' medical and health care benefits shall be frozen at the 2010 level for calendar years 2011, 2012 and 2013.

AGREED:

Bruce A. Hartley
Costa Mesa Division Managers Association

September 18, 2012
Date

Paul Francis
City of Costa Mesa

9-19-12
Date

RESOLUTION NO. XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COSTA MESA, CALIFORNIA, ADOPTING AN AMENDMENT TO RESOLUTION NO. 10-73 MAINTAINING THE CITY'S CURRENT FLEXIBLE CONTRIBUTION FOR EMPLOYEES REPRESENTED BY THE COSTA MESA DIVISION MANAGERS' ASSOCIATION (CMDMA).

THE CITY COUNCIL OF THE CITY OF COSTA MESA HEREBY RESOLVES AS FOLLOWS:

WHEREAS, the City Council previously adopted Resolution No. 10-73 approving cost savings measures and benefit suspension for full-time unrepresented City employees; and

WHEREAS, the City Council now desires to amend Section 5 of Resolution No. 10-73 to extend the provision contained therein.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF COSTA MESA that upon the declaration by Council Resolution as follows:

SECTION 1. The City Council hereby adopts the amendment to Resolution No. 10-73 attached hereto and incorporated herein as Attachment "A." This amendment provides that the City's contribution towards employees' medical and health care benefits shall be frozen at the 2010 level for calendar years 2011, 2012, and 2013.

SECTION 2. Except as provided herein, Resolution No. 10-73 shall remain in full force and effect.

PASSED AND ADOPTED this 16th day of October, 2012.

Eric Bever, Mayor

ATTEST:

APPROVED AS TO FORM

Brenda Green, Interim City Clerk

Thomas P. Duarte, City Attorney

STATE OF CALIFORNIA)
COUNTY OF ORANGE) ss
CITY OF COSTA MESA)

I, BRENDA GREEN, Interim City Clerk of the City of Costa Mesa, DO HEREBY CERTIFY that the above and foregoing is the original of Resolution No. 12-XX and was duly passed and adopted by the City Council of the City of Costa Mesa at a regular meeting held on the 16th day of October, 2012, by the following roll call vote to wit:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

IN WITNESS WHEREOF, I have hereby set my hand and affixed the seal of the City of Costa Mesa this 17th day of October, 2012.

BRENDA GREEN,
INTERIM CITY CLERK

(SEAL)