



MAYOR AND COUNCIL COMMUNICATION

DATE: 4/5/16

REGULAR

ITEM #: 18

AGENDA ITEM: Selection of Negotiation Team for Local 49ers Discussions

SUBMITTED BY: Kristina Handt, City Administrator

BACKGROUND:

At the March 15, 2016 City Council meeting during staff reports Interim Administrator Schroeder asked for the Mayor and one Council member to be on the city's negotiating team for the public works contract discussions. While there wasn't a vote on the matter, there was a consensus after much discussion that Mayor Pearson and Council Member Fliflet would be involved in the negotiations.

An initial meeting to discuss process was scheduled with the labor attorney on March 30, 2016. Mayor Pearson informed us the prior day he would not be able to attend the meeting due to work conflicts and asked Council Member Bloyer to sit in for him. On March 30th, the meeting was postponed until the full Council could weigh in on appointing alternates or give direction on how to proceed when one member of the team could not be present.

ISSUE BEFORE COUNCIL: Who should be appointed as council representatives on the labor negotiation team? Should alternates be appointed? If so, who? If not, can meetings go on when one is absent or should they be rescheduled?

PROPOSAL DETAILS/ANALYSIS:

In many communities, the Mayor and one Council member join staff at the negotiating table for labor contracts. It has also been done entirely by staff in some communities. The entire Council would be involved periodically throughout the process during closed session to discuss strategy related to the negotiations.

The Council may stick with Pearson and Fliflet as the appointed persons and formally make that motion at this meeting. Alternatively, another member of the Council could be appointed. Consideration should be given to those who are interested in being appointed and can make the time commitment of perhaps a half dozen or more meetings over the next few months.

Staff would not recommend an alternate be appointed because continuity of those at the bargaining table is important for an efficient process. If a member cannot attend, but a majority of the others can the meeting would go on and that member could be filled in by staff at a later date. Rescheduling due to unavailability of one member will only prolong the process, and the City needs to make every effort to meet and negotiate in good faith.

FISCAL IMPACT:

NA

OPTIONS:

- 1) Motion to appoint _____ and _____ to assist staff in labor negotiations and not appoint alternates but let the meetings go on as long as a majority of the team is present.
- 2) Motion to appoint _____ and _____ to assist staff in labor negotiations and appoint _____ as an alternate.
- 3) Motion to appoint _____ and _____ to assist staff in labor negotiations, not appoint an alternate and reschedule any meetings that can't be attended by both representatives.
- 4) Motion to just allow staff to meet with Local 49er representatives and bring back a contract for full Council consideration.

RECOMMENDATION:

Motion to appoint _____ and _____ to join staff in negotiating the labor agreement with the Local 49ers. If either person cannot attend a meeting an alternate will not be appointed and meetings will occur when a majority of the negotiation team is present.