

Article 5. Labor Negotiations

2-5-501: APPLICABILITY:

This article shall apply when the city council considers adopting or amending a memorandum of understanding. (Ord. 13-O-2651, eff. 1-17-2014)

2-5-502: DEFINITION:

For the purposes of this article, the following words and phrases shall be defined as follows:

MEMORANDUM OF UNDERSTANDING: A formal signed agreement between the city and an exclusively recognized employee organization. (Ord. 13-O-2651, eff. 1-17-2014)

2-5-503: ADOPTION OF A MEMORANDUM OF UNDERSTANDING:

- A. The city council may adopt or amend a memorandum of understanding only after conducting two (2) public meetings. The purpose of the first meeting shall be to solicit public input early in the negotiation process concerning potential terms of the proposed memorandum or amendment. The purpose of the second meeting shall be to place a proposed memorandum or amendment on an agenda, after concluding the negotiation process, for the city council to consider adoption. The foregoing requirements shall not preclude the city council from conducting more than one public meeting before or during the negotiation process.
- B. A proposed memorandum of understanding or amendment to a memorandum of understanding, as well as any fiscal impacts analysis prepared pursuant to section 2-5-505 of this chapter, shall be posted on the city's official website at least two (2) weeks before the city council meeting at which the proposed memorandum of understanding or amendment is considered for approval.
- C. The adoption or amendment of a proposed memorandum of understanding shall not be placed on the city council's consent calendar. (Ord. 15-O-2679, eff. 6-18-2015)

2-5-504: CITY REPRESENTATIVE:

Unless reported as provided below, the lead negotiator on behalf of the city during the negotiation of a memorandum of understanding or amendment to a memorandum of understanding shall not be an employee of the city and shall have demonstrated expertise in negotiating labor and employment agreements on behalf of municipalities.

If the principal representative of the city does not meet the requirements of this section, then this fact must be reported at the meetings of the city council at which the memorandum of understanding or amendment is considered. (Ord. 13-O-2651, eff. 1-17-2014)

2-5-505: ECONOMIC ANALYSIS:

Unless reported as provided below, at the conclusion of the negotiation process, the city council shall obtain from a consultant who is not an employee, a fiscal impact analysis of the final proposed memorandum of understanding or amendment to memorandum of understanding analyzing the costs of the final proposal being presented to the city council.

If a fiscal impact analysis is not obtained as required by this section, then this fact must be reported orally at the meetings of the city council at which the memorandum of understanding or amendment is considered. (Ord. 13-O-2651, eff. 1-17-2014; amd. Ord. 15-O-2697, eff. 12-15-2015; Ord. 16-O-2698, eff. 2-5-2016)