

MEMORANDUM



TO: VICTOR CARDENAS, INTERIM CITY MANAGER
FROM: TIA GRONLUND-FOX, DIRECTOR OF HUMAN RESOURCES
SUBJECT: LABOR UPDATE
DATE: MAY 3, 2023

Mayor and Council –

FYI, update on our ongoing negotiations with the Full-Time Fire Group.

- Victor

CONFIDENTIAL

This correspondence aims to provide a brief update on the City's arbitration case concerning the expired labor contract with the City's full-time Fire Protection Officer (including command staff) union. The City was remanded back to mediation by the arbitrator, Thomas Brookover, who is hearing our contract negotiations dispute. The arbitrator advised both the City's Labor Attorney and the union's attorney that the matter is being sent back to mediation due to the large number of outstanding issues to be decided.

The mandated mediation took place on April 20, 2023. Two full days of mediation were scheduled; however, due to the lack of movement by the union, the second day was canceled.

The arbitrator scheduled a hearing for April 26, 2023, in order to obtain a status on the mediation process. The arbitrator expressed his disappointment to the parties for not reducing the number of outstanding issues. In speaking with our attorney, he indicated that he hopes the arbitrator's position may pressure the union to make some movement.

We are scheduled for binding arbitration on July 18, 19, 25, 26, and 27. At this time, we are discussing our exhibits for the hearing and will begin preparing our case in the next few weeks.

I will share any updates as they become available.