



# Memorandum

**TO:** HONORABLE MAYOR AND  
CITY COUNCIL

**FROM:** Alex Gurza

**SUBJECT:** See Below

**DATE:** June 25, 2004

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Approved

Date

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**SUBJECT: AGREEMENT WITH THE CITY ASSOCIATION OF MANAGEMENT PERSONNEL (CAMP)**

## RECOMMENDATION

Adoption of a resolution approving the terms of an Agreement with the City Association of Management Personnel, and authorizing the City Manager to execute the agreement with a term of July 1, 2004 through June 30, 2005, subject to ratification by the CAMP membership.

## BACKGROUND

The current contract with CAMP expires on Wednesday, June 30, 2004. On June 24, 2004, the City and CAMP reached a tentative agreement on a one-year rollover agreement. CAMP membership will hold a ratification vote on the tentative agreement in early to mid July.

## ANALYSIS

Summary of tentative agreement includes:

<b>Term</b>	July 1, 2004 through June 30, 2005.
<b>Wages</b>	Maintain current salaries in effect as of June 30, 2004.
<b>Side Letters</b>	Continue the current CAMP side letters which expire at the end of the term of the current agreement, with the exception of the Reclassification Process Side Letter dated September 14, 2001.
<b>Professional Development Program (PDP)</b>	Suspend the Professional Development Program benefit for fiscal year 2004-2005 and discuss the benefit during next contract negotiation.

**ANALYSIS (cont'd.)**

**Benefits**

All other existing contractual benefits will remain in effect for the term of this agreement.

**Reopener Agreement  
Side Letter**

This side letter agreement states the City's obligation during the term of this agreement to award any equivalent wages and/or benefits to CAMP that are provided through negotiations or Council direction to any other employee/bargaining unit effective during this agreement.

If any bargaining unit receives any additional wages and/or benefits through the arbitration process resulting in an award, in excess of those received by CAMP during the term of this agreement and that are to be effective during the term of this agreement or due to the uncertainty of the State budget impact and the local economic recovery on the City's budget, the Union or the City may reopen this agreement for the purpose of exchanging proposals on the subjects of salary and economic benefits. No changes to the negotiated MOA would occur unless by mutual agreement of both the Union and the City

**PUBLIC OUTREACH**

Not applicable.

**COORDINATION**

This memorandum was coordinated with the City Attorney's Office, and the City Manager's Budget Office.

**COST IMPLICATIONS**

There is no ongoing increased annual direct cost of this agreement.

Alex Gurza  
Director of Employee Relations