

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMMERCE,
CALIFORNIA, APPROVING THE LETTER OF AGREEMENT BETWEEN THE CITY
OF COMMERCE AND CCEA RELATED TO THE 4/10 SCHEDULE**

WHEREAS, on April 29, 2019, City of Commerce Employees Association (“CCEA”) President, Laura Logan, and City Manager, Edgar Cisneros, reached an agreement regarding a revised 4/10 schedule, which shall be effective after ratification by the CCEA of the successor MOU and upon ratification of a Resolution by the City Council adopting the 4/10 Schedule; and

WHEREAS, said agreement is memorialized in a written “Letter of Agreement,” signed and executed by Mr. Cisneros and Ms. Logan on April 29, 2019, which is attached hereto and incorporated herein by this reference; and

WHEREAS, the parties agree that employees assigned to City Hall shall be assigned to a 4/10 schedule effective the first pay period in January 2020. The date shall coincide with the beginning of a pay period; and

WHEREAS, departments impacted by this proposal would be Administration, Finance, Human Resources, Public Safety (City Hall only), Public Works (City Hall only); and

WHEREAS, the following positions that are assigned to working at City Hall will be exempt from working the 4/10 schedule: Parks & Recreation, Custodians, Community Service Officers and Animal Control officers; and

WHEREAS, a Friday “skeleton crew” may be utilized which would require a temporary schedule change or overtime. The current hours of operation for Parks, Libraries, and Transportation Departments would not be changed; and

WHEREAS, full-time non-exempt employees assigned to the 4/10 schedule shall work a shift from 8am to 6pm from Monday to Thursday; and

WHEREAS, part-time employees assigned to the affected City Hall departments shall not suffer a reduction in hours as a result of the 4/10 schedule transition. At the time of transition to the 4/10 schedule, The City will meet and confer with the CCEA on the impacts of the transition to the 4/10 schedule; and

WHEREAS, City will make every effort to resolve issues or concerns regarding, the transition to the 4/10 schedule during the Joint Labor Management meetings.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF COMMERCE
DOES HEREBY RESOLVE, DECLARE AND DETERMINE AS FOLLOWS:**

Section 1. Approve the attached Letter of Agreement, between the City of Commerce and the City of Commerce Employees Association, regarding a revised 4/10 schedule, which shall be adopted by the City and become effective after ratification by the CCEA of the successor MOU, and upon adoption of this Resolution.

Section 2. Authorize the Mayor to execute the Resolution for and on behalf of the City of Commerce.

PASSED, APPROVED and ADOPTED this 3rd day of September, 2019.

John Soria, Mayor

ATTEST:

Lena Shumway, City Clerk