

## RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA APPROVING SIDE LETTERS OF AGREEMENT WITH REPRESENTED BARGAINING GROUPS THAT INCLUDE LA HABRA POLICE ASSOCIATION (SWORN AND CIVILIAN), THE GENERAL SERVICES EMPLOYEES GROUP AND THE MUNICIPAL EMPLOYEES ASSOCIATION TO IMPLEMENT UNPAID FURLOUGH HOURS FOR FISCAL YEAR 2020 - 2021**

**WHEREAS**, the COVID-19 pandemic has caused a sudden, severe and unforeseen negative impact on the City's financial condition; and

**WHEREAS**, the City met and conferred in good faith with four of its represented employee groups to achieve salary savings for its FY 20/21 budget due to the sudden and extreme loss in revenue.

**WHEREAS**, it has been agreed that all employees whose positions are either partially or wholly funded by the City's General Fund that are represented by of the General Services Employee's Group and the Municipal Employee's Association, shall take 130 unpaid furlough hours by June 18, 2021. Unpaid furlough hours will be scheduled at the discretion of the Department Directors in order that approximately 65 unpaid furlough hours shall be taken by December 31, 2020, and the remaining hours shall be taken between January 1, 2021 and June 18, 2021. The City retains the right to reduce the number of unpaid furlough hours required for all employees subject to furloughs below 130 at its sole discretion. This furlough program shall automatically terminate on July 1, 2021.

**WHEREAS**, it has been agreed that all employees whose positions are either partially or wholly funded by the City's General Fund that are represented by the La Habra Police Association, (both sworn and civilian units) shall take 90 unpaid furlough hours by June 18, 2021. Unpaid furlough hours will be scheduled at the discretion of the Chief of Police in order that approximately 45 unpaid furlough hours shall be taken by December 31, 2020, and the remaining hours shall be taken between January 1, 2021 and June 18, 2021. The City retains the right to reduce the number of unpaid furlough hours required for all employee's subject to furloughs below 90 at its sole discretion. This furlough program shall automatically terminate on July 1, 2021.

**NOW, THEREFORE, BE IT RESOLVED**, the City Council of the City of La Habra does hereby resolve as follows:

Section 1. The City Council hereby approves Side Letters of Agreement between the City of La Habra and the La Habra Municipal Employee's Association, the General Services Employee's Association, and the La Habra Police Association Sworn/Civilian

and adopts this Resolution No. which shall have effect retroactively to July 1, 2020 as follows:

- Exhibit A: Side Letter of Agreement between the City of La Habra and the La Habra Municipal Employees Association
- Exhibit B: Side Letter of Agreement between the City of La Habra and the La Habra General Services Employees Group
- Exhibit C: Side Letter of Agreement between the City of La Habra and the La Habra Police Association (Sworn)
- Exhibit D: Side Letter of Agreement between the City of La Habra and the La Habra Police Association (Civilian)

**PASSED AND ADOPTED** at a regular meeting of the City Council on the \_\_\_\_ day of \_\_\_\_\_, 2020:

\_\_\_\_\_  
Tom Beamish, Mayor

ATTEST:

\_\_\_\_\_  
Laurie Swindell, CMC, City Clerk

STATE OF CALIFORNIA )  
CITY OF LA HABRA ) ss  
COUNTY OF ORANGE )

I, Laurie Swindell, City Clerk for the City of La Habra, do hereby certify that the above and foregoing is a true and correct copy of Resolution No. \_\_\_\_ introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 20<sup>th</sup> day of July, 2020.

AYES: COUNCILMEMBERS:  
NOES: COUNCILMEMBERS:  
ABSENT: COUNCILMEMBERS:  
ABSTAIN: COUNCILMEMBERS:

Witness my hand and the official seal of the City of La Habra this \_\_\_\_\_ day of July, 2020.

\_\_\_\_\_  
Laurie Swindell, CMC, City Clerk