

**RESOLUTION REGARDING THE MATTER OF THE NEGOTIATION
PROCESS BETWEEN THE CITY OF CORPUS CHRISTI AND THE
CORPUS CHRISTI FIRE FIGHTERS ASSOCIATION**

WHEREAS, the City of Corpus Christi (the City) and the Corpus Christi Firefighters Association (the Association) have been engaged in the negotiations for a new contract since April 1, 2011 without resolving several issues; and

WHEREAS, the parties reached an impasse and requested a fact finding hearing which occurred on March 21, 2012; and

WHEREAS, the City, because of several debatable points therein which conflict with the City's understanding of the facts, cannot accept all of the findings of facts made by the fact finder after the hearing on March 21, 2012, and

WHEREAS, the City, although it does not accept all the findings of facts made by the fact finder, has submitted a healthcare proposal pursuant to the fact finder's recommendations, and

WHEREAS, the City Council, as the governing body for the City of Corpus Christi, desires to set priorities that are fair not just for members of the Association but for other city employees and for the taxpayers of the City; and

WHEREAS, the City Council has other important and pressing issues to consider in the adopting of a new contract with the Association such as budgetary constraints, the overall economic climate of the city, and other strategic and operating issues requiring immediate attention; and

WHEREAS, the City Council desires to support and encourage the continued negotiations between the City, as represented by City Manager or designee, and the Association within reasonable bounds; and

WHEREAS, if the negotiations are completed, the City Council must review, consent to and approve a new contract with the Association;

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CORPUS CHRISTI, THAT:

Section 1. The City Manager or designee is hereby authorized and encouraged to continue the current negotiations and attempt to arrive at a contract that is fair and equitable to the members of the Association, other city employees and the taxpayers of Corpus Christi.

Section 2. City negotiators remain consistent with the accounting principles required by the City Charter and consider only those proposals that recognize the full

cost of providing health care to employees including any unfunded liabilities such as catastrophic reserves, incurred but not reported claims, other post employment benefits, and all other similar unfunded liabilities.

Section 3. City negotiators consider only those proposals that are substantially consistent with Citicare – Public Safety with regards to benefit plan design, Clinic care, and other items such as those in Section 2 of this resolution.

Section 4. City negotiators consider only those proposals for health care premiums that are based solely upon the usage experience of the Citicare – Fire Plan.

Section 5. City negotiators remain consistent with the city's financial policies and consider only those proposals that do not require resorting to the use of reserve funds or other one time use monies for funding.

Section 6. City negotiators consider only those proposals that will limit the total financial value of the new contract to under \$5.1 million, through Fiscal Year 13/14, consistent with the fact finder's recommendation.

Section 7. City negotiators attempt to conclude these negotiations on or before July 13, 2012.

Section 8. In the event that negotiations are not successfully concluded by July 13, 2012, the City Manager is directed to distribute monies anticipated and budgeted for this contract to other priorities in the general fund.

Section 9. Any and all positions taken in this resolution are for these negotiation purposes only and will not be binding upon the City in any future court proceedings.

ATTEST:

CITY OF CORPUS CHRISTI, TEXAS

Armando Chapa, City Secretary

Joe Adame, Mayor

Corpus Christi, Texas

_____ of _____, 2012

The above resolution was passed by the following vote:

Joe Adame

Chris N. Adler

Kelley Allen

Larry Elizondo, Sr.

Priscilla G. Leal

David Loeb

John E. Marez

Nelda Martinez

Mark Scott
