

D. Administration Rules and Procedures.

The City Manager is hereby authorized to establish such rules and procedures as appropriate to implement and administer the provisions of this Resolution after consultation with affected employee organizations.

VII. IMPASSE PROCEDURES:A. Initiation of Impasse Procedures.

If the meet and confer process has reached an impasse, either party may initiate the impasse procedures by filing with the City Council a written request for an impasse meeting, together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled promptly by the City Manager. The purpose of such meeting shall be:

- a. To identify and specify in writing the issue or issues that remain in dispute.
- b. To review the position of the parties in a final effort to resolve such disputed issue or issues; and,
- c. If the dispute is not resolved, to discuss arrangements for the utilization of the impasse procedures provided herein.

B. Impasse Procedures.

If no agreement is reached at an impasse meeting, impasses shall then be resolved by a determination by the Civil Service Commission or the City Council after a hearing on the merits of the dispute. Determination of which of the above bodies shall resolve a particular impasse shall be dependent upon:

1. The subject matter of the impasse, and
2. The applicable provisions of the Charter and Municipal Code of the City of San Diego as interpreted by the City Attorney.

VIII. IMPLEMENTATION OF MEMORANDUM OF UNDERSTANDING:Memorandum of Understanding.

- A. When the meeting and conferring process is concluded between the City and an Exclusively Recognized Employee Organization, all agreed upon matters shall be incorporated in a written Memorandum of Understanding signed by the Management Team and representatives of the Exclusively Recognized Employee Organization.
- B. As to those matters within the authority of the Civil Service Commission, the Memorandum of Understanding shall be submitted to the Civil Service Commission for determination, or preliminary approval, if such matters must be then carried for final approval to the City Council.