

Chapter 10

Employee Associations

Recognized Employee Organizations

The City of Glendale officially recognizes three employee organizations to represent all non-management employees in collective bargaining, negotiations, and employee relations matters. They are as follows:

Employee Organization	Employee Unit
Glendale City Employees' Association (GCEA)	Full time, non-management, general employees.
Glendale Fire Fighters' Association (GFFA)	Non-management Safety Fire employees.
Glendale Police Officers' Association (GPOA)	Non-management Safety Police employees

Employee Representation

These organizations represent their respective employees in resolving employee relations matters and working with City management in formulating the Memorandum of Understanding. The Memorandum of Understanding (MOU) is the contract which determines employee wages, hours, terms and working conditions. Copies can be obtained from your respective employee association.

Membership in each of the three associations is voluntary. Employees may join the associations upon hire.

Other Association Activities

In addition, each of the employee associations sponsors numerous special events, charitable endeavors and social activities designed to bring employees together.

Management Resource Team (MRT)

Management and mid-management employees utilize the Management Resource Team (MRT) to coordinate their compensation and work related issues. The MRT is comprised of management employee representatives throughout the City organization.

In Conclusion

If you have read this manual carefully, you will have learned a great deal about the City of Glendale organization, of which you are now a member. Every job has an important place in the total effort to provide the best service to the citizens of Glendale. Commit yourself today to be the very best employee for your division and for the Glendale community.

It is hoped that this Employee Handbook has provided you with a better understanding of our organization with regard to what is expected of you and what you may expect in return.

Again, let us say welcome to the Glendale family of City employees! We sincerely hope to make this the most rewarding and meaningful job you have ever had.