

Capitola City Council

Agenda Report



Meeting: May 25, 2023

From: City Manager Department

Subject: Mid-Management Employees Bargaining Group and Updated Salary Schedule

Recommended Action: 1) Authorize the City Manager to execute a side letter agreement to the existing Memorandum of Understanding with the Mid-Management Employees Bargaining Unit; and 2) Adopt a resolution approving the updated salary schedule, effective May 28, 2023.

Background: The current Mid-Management Employee Bargaining Unit Memorandum of Understanding (MOU) expires June 30, 2023. As required by state law, the City has participated in good faith negotiations with the bargaining group on working conditions, salary, and benefit changes. All other Employee Bargaining Units and Unions are in current MOUs that expire on June 30, 2024.

Discussion: The City of Capitola and the Mid-Management Employee Bargaining Unit began negotiation meetings in February 2023. The City Council gave the City negotiator fiscal authority based on the projected City budget and in anticipation of entering negotiations with all City of Capitola employee groups in spring of 2024.

The side letter (Attachment 1) includes the reclassification of the Field Supervisor to the Operations Maintenance Supervisor, removes the Field Superintendent from the mid-management salary schedule, and increases the mid-management employee tuition reimbursement amount to \$1,000 a year. The side letter also includes a 3% salary increase for all positions and to each member's City health-care contribution.

Fiscal Impact: The anticipated cost for making the Mid-Management salary schedule effective May 28, 2023, is approximately \$2,500 and will be covered by salary savings from vacant positions during FY 2022-23. The anticipated fiscal impact has been incorporated into the City FY 2023-2024 Proposed Budget.

Attachments:

1. Side Letter
2. Resolution approving the updated salary schedule

Report Prepared By: Chloé Woodmansee, Assistant to the City Manager; Jim Malberg, Finance Director

Reviewed By: Julia Moss, City Clerk

Approved By: Jamie Goldstein, City Manager