



STAFF REPORT
7/26/2023

TO: Honorable Mayor and City Council Members

FROM: Dr. Gabriel Martin, City Manager
William Pattison, Interim Finance Director
Maritza Martinez, Public Works Director
Sandy Krause, Human Resources Manager

SUBJECT: Resolution No. 2023-30 Approving the Ratification of a Four Year Memorandum of Understanding Agreement between the City of Coachella and Teamsters Local 1932, representing the Confidential Mid-Management Employees Bargaining Unit

STAFF RECOMMENDATION:

Staff recommends that the City Council approve Resolution No. 2023-30 approving the ratification of a four year Memorandum of Understanding Agreement between the City of Coachella and Teamsters Local 1932, representing the Confidential Mid-Management Employees bargaining unit; authorize the City Manager to execute said MOU; and authorize the City Attorney to make non-substantive changes.

BACKGROUND:

In September 2021, the City of Coachella and the Confidential Mid-Management Employees bargaining unit entered into a Memorandum of Understanding (MOU) setting forth rates of pay, hours of work, and other specific terms and conditions of employment. The term of the MOU was for two years commencing on July 1, 2021 and ending June 30, 2023.

DISCUSSION/ANALYSIS:

Since April 20, 2023, the City and the Confidential Mid-Management Employees unit held five meet and confer meetings to reach agreement on a successor MOU. On May 30, 2023, the City and the Confidential Mid-Management Employees unit reached tentative agreement on terms and conditions for a new four year MOU ending June 30, 2027. On July 20, 2023, the Confidential Mid-Management Employees unit overwhelmingly ratified the tentative agreement. A summary of the new terms are outlined below and included in the attached proposed MOU.

1. Base Salary and Class Titles (Article 3, Section 1)
Language updated to reflect new contract date. Employees will receive a 7% COLA effective 7/1/23; a 5% COLA effective 7/1/24; a 3% COLA effective 7/1/25; and a 2% COLA effective 7/1/26.
2. Administrative Leave (Article 4, Section 1)
Updated language. Employees whose trackable hours show they have worked 100 hours or more above their normal work schedule during the fiscal year will receive one hour of additional administrative leave returned to their bank for every hour worked in excess of 100 hours.
3. Bilingual Pay (Article 4, Section 5)
Updated language. Employees who use conversational Spanish skills when interacting with the public on a more limited basis will receive \$50.00 per pay period. Employees will have two opportunities per calendar year to pass the City designated bilingual test.

New language. In circumstances where it can be shown that classifications whose primary responsibilities require the ability to speak Spanish, an employee may submit a written request for bilingual compensation in the amount of five percent (5%) to their supervisor or Director. The request should include an outline of the duties that may qualify them for bilingual compensation. Requests are subject to the approval of both the supervisor or Director and the City Manager. If the employee's request is denied, the City shall provide the reason for the denial in writing.
4. Longevity Pay (Article 4, Section 6)
Updated language. Employees with 20 years of service shall be eligible for 4% longevity pay.
5. Employee Insurance (Article 5, Section 1)
Updated language. Employees with duplicate health coverage may choose to cash in \$725.00.
6. Retirement (Article 5, Section 3)
Updated language. PEPRAs rate increases to 7.75% effective 7/1/23. Effective 7/1/25, employees will no longer pay an additional 1% of the City's share of their CalPERS pension contribution. Effective 7/1/26, employees will no longer pay an additional 1% of the City's share of their CalPERS pension contribution.
7. Holidays (Article 5, Section 7)
Indigenous Peoples' Day (October 9) added to the paid holiday schedule.
8. Vacation (Article 5, Section 9)
Updated language. Employees with 16 years or more of service may cash in up to one hundred sixty (160) hours of vacation annually (based on a fiscal year: July 1–June 30).
9. Salary and Manpower Study for Utilities (Article 10)
Language removed. Item addressed in 2021-2023 MOU.

10. Temporary Employees (Article 12)

Updated language. Temporary employees shall not be employed in excess of 60 consecutive working days within any 12-month calendar period. Exceptions – when City is actively recruiting for an open position, extended workers’ compensation leaves, and FMLA leaves. City to provide union a list of all temporary employees monthly. The City shall not employ temporary workers during the December holiday closure.

11. Effective Dates (Article 16, Section 1)

Term of Agreement will be July 1, 2023 through June 30, 2027.

ALTERNATIVES:

Do not approve the action the ratification of the Memorandum of Understanding between the City of Coachella and the Confidential Mid-Management Employees bargaining unit.

FISCAL IMPACT:

The total fiscal impact for all funds for FY 23/24 is \$107,710, which is already allocated for in the current budget.

Attachments:

Resolution No. 2023-30

Proposed MOU