

RESOLUTION NO. 2019-52

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF COACHELLA, CALIFORNIA, APPROVING THE RATIFICATION
OF A TWO YEAR MEMORANDUM OF UNDERSTANDING AGREEMENT
BETWEEN THE CITY OF COACHELLA AND TEAMSTERS LOCAL 1932,
REPRESENTING THE SANITARY AND MISCELLANEOUS EMPLOYEES
BARGAINING UNIT**

WHEREAS, on August 30, 2017, the City of Coachella and the Sanitary and Miscellaneous 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, 2017 and ending June 30, 2019.

WHEREAS, over the past three (3) months, the City and the Sanitary and Miscellaneous Employees unit have held seven (7) meet and confer meetings to reach agreement on a successor MOU. On September 25, 2019, the City and the Sanitary and Miscellaneous Employees unit reached tentative agreement on terms and conditions for a new two year MOU beginning July 1, 2019 and ending June 30, 2021. On October 1, 2019, the Sanitary and Miscellaneous Employees unit overwhelmingly ratified the tentative agreement. A summary of the new terms are outlined below:

1. Recognition of Union (Article 1, Section 2)
Probationary employees will be included in the Unit.
2. Management Rights (Article 2.3)
Removal of obsolete language.
3. Regular Compensation (Article 4, Section 1)
Language updated to reflect new contract date. Employees will receive a 3% COLA effective 7/1/19 and a 3% COLA effective 7/1/20.
4. Premium Pay (Article 4, Section 2)
Removal of obsolete language.
5. Acting Pay (Article 4, 3)
Language updated to reflect existing policy.
6. Voluntary Special Event Overtime (Article 5, Section 1)
New language. Overtime is voluntary for special events. If the required number of employees needed is not met, City will use inverse seniority to ensure adequate staffing.
7. Standby Pay (Article 5, Section 2)
Language updated to reflect correct workweek.
8. Health and Medical Insurance (Article 6, Section 1)
Removal of obsolete language.
9. Life Insurance (Article 6, Section 1.B)
Increased from \$100,000 to \$150,000.

10. Retirement (Article 6, Section 2.A, B, and D)
Language updated to clarify CalPERS' three benefit plans. Obsolete language removed regarding City's contribution towards retiree medical premiums in 2017 and 2018.
11. Sick Leave (Article 6, Section 3)
Maximum accrual increased from 192 days to 200 days.
12. Holidays (Article 6, Section 4)
If City has holiday closure, employees who do not have enough hours for coverage of lost time will be allowed to carry negative balance. Accruals earned after January 1st will be used to clear negative balance.
13. Vacation (Article 6, Section 5.D.)
Language updated to clarify existing City policy – cash-ins are based upon a fiscal year.
14. Safety Equipment (Article 6, Section 7)
Safety shoe allowance increased from \$200.00 to \$250.00, including sales tax.
15. Hours of Work (Article 7, Section 1.A, D, and E)
Language updated to reflect Building Maintenance Worker position schedule.
16. Rest Periods (Article 7, Section 2)
Employees may take breaks away from work, but must use own personal vehicle if leaving work site.
17. Annual Performance Review (Article 7, Section 8.B)
Stewards will receive a list of upcoming evaluations on a quarterly basis.
18. Disciplinary Action (Article 7, Section 10)
Section deleted. Language already in Personnel Rules and Regulations.
19. Maintenance of Membership (Article 8, Section 1)
Language updated to reflect existing law under SB 866 (Janus v. AFSCME).
20. NonDiscrimination and Equal Opportunity (Article 9, Section 2)
Cleanup language to reflect correct protected classes under existing law.
21. Stewards (Article 10, Section 3)
Language updated – four (4) stewards will receive 50 hours per fiscal year to conduct union business and will record their hours on the City's online timekeeping system. Language added to reflect existing law under SB 1085 – Union will reimburse City for all compensation and benefits paid to stewards for additional release time that falls outside normal steward duties. Stewards will record additional release time hours on the City's online timekeeping system.
22. Compensation Study (Article 10, Section 3)
Elimination of obsolete language.

23. Bulletin Board (Article 11)
New language. City will allow Union to post notices regarding Teamster meetings, agendas, minutes, elections and results, social, recreational and related news bulletins, and reports.
24. Job Postings (Article 12)
New language. City will send notification of Miscellaneous job openings for posting at their training center.
25. Temporary Employees (Article 14)
Duplicate language removed.
26. Effective Dates (Article 15, Section 2)
Term of Agreement will be July 1, 2019 through June 30, 2021.
27. Reopener (Article 16)
New language. In the case that the City's cannabis revenue increases to one million dollars (\$1,000,000) at the end of the fiscal year July 1, 2020, the City will reopen negotiations on the issue of longevity.

NOW, THEREFORE, BE IT RESOLVED, DETERMINED, AND ORDERED by the City Council of the City of Coachella, as follows:

Section 1. **Incorporation of Recitals.** The City Council hereby finds and determines that the foregoing Recitals of this Resolution are true and correct and hereby incorporated into this Resolution as though fully set forth herein.

Section 2. **Title.** Adopt Resolution No. 2019-52, a Resolution of the City Council of Coachella, California, Approving the Ratification of a Two Year Memorandum of Understanding Agreement between the City of Coachella and Teamsters Local 1932, representing the Sanitary and Miscellaneous Employees Unit.

PASSED, APPROVED and ADOPTED this 9th day of October, 2019.

Steven A. Hernandez
Mayor

ATTEST:

Angela M. Zepeda
City Clerk

APPROVED AS TO FORM:

Carlos Campos
City Attorney

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss.
CITY OF COACHELLA)

I HEREBY CERTIFY that the foregoing Resolution No. 2019-52 was duly adopted by the City Council of the City of Coachella at a regular meeting thereof, held on the 9th day of October, 2019, by the following vote of Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

Andrea J. Carranza
Deputy City Clerk