



**STAFF REPORT**  
**10/9/2019**

**TO:** Honorable Mayor and City Council Members

**FROM:** William Pattison, City Manager  
Maritza Martinez, Public Works Director  
Sandy Krause, Human Resources Manager

**SUBJECT:** Resolution No. 2019-52 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.

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**STAFF RECOMMENDATION:**

Staff recommends that the City Council approve Resolution No. 2019-52 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; authorize the City Manager to execute said MOU; authorize the City Attorney to make non-substantive changes.

**BACKGROUND:**

In August 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.

**DISCUSSION/ANALYSIS:**

Over the past three (3) months, the City and the Sanitary and Miscellaneous Employees unit 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 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 and included in the attached proposed MOU:

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 unit 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.

Attached is a strike out version of the Memorandum of Understanding showing the additions and deletions to the Agreement.

**ALTERNATIVES:**

1. Do not approve the action the ratification of the Memorandum of Understanding between the City of Coachella and the Sanitary and Miscellaneous Employees bargaining unit.

**FISCAL IMPACT:**

The total fiscal impact to all funds for FY 19/20 is \$110,531 and is allocated for in the current budget.