



STAFF REPORT
5/24/2023

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. 2023-29 Approving the Ratification of a Four Year Memorandum of Understanding Agreement between the City of Coachella and Teamsters Local 1932, representing the Sanitary and Miscellaneous Employees Bargaining Unit

STAFF RECOMMENDATION:

Staff recommends that the City Council approve Resolution No. 2023-29 approving the ratification of a four 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; and authorize the City Attorney to make non-substantive changes.

BACKGROUND:

In September 2021, 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, 2021 and ending June 30, 2023.

DISCUSSION/ANALYSIS:

Since February 14, 2023, the City and the Sanitary and Miscellaneous Employees unit held four meet and confer meetings to reach agreement on a successor MOU. On May 1, 2023, the City and the Sanitary and Miscellaneous Employees unit reached tentative agreement on terms and conditions for a new four year MOU ending June 30, 2027. On May 9, 2023, 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. Base Hourly Salary and Class Titles (Article 4, 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 4% COLA effective 7/1/25; and a 3% COLA effective 7/1/26.

2. Standby Pay (Article 5, Section 2)

Updated language. Employees working standby assignments shall be paid \$35.00 per workday, \$50.00 per non-workday, and \$80.00 per holiday.

3. Bilingual Pay (Article 5, Section 4)

Updated language.

Positions eligible for 5%:

- Added: Customer Service Representative I/II, Department Assistant I/II (Code Enforcement), Department Assistant I/II (Human Resources), Economic Development Technician, Payroll Specialist, Senior Center Operator.
- Removed Accounting Technician (Utilities), Business License Technician, Department Assistant I/II (Utilities), Utility Clerk I/II.
- Changed: Department Assistant I/II (Administration) to Department Assistant I/II (Community Development).

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.

4. Longevity Pay (Article 5, Section 6)

Updated language. Employees with 20 years of service shall be eligible for 4% longevity pay.

5. Employee Insurance (Article 6, Section 1)

Updated language. Employees with duplicate health coverage may choose to cash in \$725.00.

6. Retirement (Article 6, Section 3)

Updated language. PEPRRA rate increases to 7.75% effective 7/1/23.

7. Holidays (Article 6, Section 5)

Indigenous Peoples' Day (October 9) added to the paid holiday schedule.

8. Hours of Work (Article 7, Section 1)

Updated language. Senior Center Operator's work schedule added - 5 days a week, 8 hours a day with 2 consecutive days off.

9. Salary and Manpower Study for Utilities (Article 12)

Language removed. Item addressed in 2021-2023 MOU.

10. Temporary Employees (Article 16)

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 17, Section 1)

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

During negotiations, the union asked that a salary compaction issue be corrected that occurred when a Payroll Specialist position was approved by Council on January 25, 2023. Because the salary range assigned to the position is higher than the current range for the Accountant position, this has caused a salary imbalance between classifications that should not have occurred. The Accountant classification is higher than the Payroll Specialist classification and the salary range should reflect this. Appropriate adjustments have been made to the Accountant and Senior Accountant positions to avoid further compaction issues and are reflected on the attached Salary Schedules.

ALTERNATIVES:

Do not approve 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 is \$306,000 for next fiscal year. The impact to each fund has been included in the FY 23-24 annual operating budget.

Attachments:

Resolution No. 2023-29

Proposed MOU