



STAFF REPORT
9/8/2021

TO: Honorable Mayor and City Council Members

FROM: Dr. Gabriel Martin, City Manager

Nathan Statham, Finance Director

Maritza Martinez, Public Works Director

Sandy Krause, Human Resources Manager

SUBJECT: Resolution No. 2021-56 Approving the Ratification of a Two 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. 2021-56 approving the ratification of a two year Memorandum of Understanding Agreement between the City of Coachella and Teamsters Local 1932, representing the Confidential Mid-Management Employees bargaining unit; and authorize the City Manager to execute said MOU.

BACKGROUND:

In August 2019, 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, 2019 and ending June 30, 2021.

DISCUSSION/ANALYSIS:

Since May 19, 2021, the City and the Confidential Mid-Management unit held nine (9) meet and confer meetings to reach agreement on a successor MOU. On August 26, 2021, the City and the Confidential Mid-Management unit reached tentative agreement on terms and conditions for a new two year MOU ending June 30, 2023. On August 26, 2021, the Confidential Mid-Management 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 3.5% COLA effective 7/1/21 and 7/1/22. If cannabis tax revenue increases at least \$800,000 during the fiscal year 2021/2022, the City agrees to an economic re-opener for enhancements only.

2. Longevity Pay (Article 4, Section 6)

New language. City Mid-Management employees shall be eligible for longevity pay above the base rate of pay, as indicated below, based on total hours of completed continuous* service with the City. Longevity pay shall be paid on all paid hours up to an employee's standard hours and shall not be considered when determining the appropriate rate of pay for a promotion or demotion. Longevity payments will be effective July 1, 2022.

TOTAL COMPLETED SERVICE	COMPENSATION
31,200 Continuous Service Hours (15 years)	2%

*For purposes of this section, continuous service hours includes periods of service from the initial date of hire through an employee's severance with the City in specific instances when the City initiates lay-off actions for economic reasons and the employee was subsequently re-hired. Additionally, part-time service hours are excluded from the calculation of continuous service hours.

3. Medical Benefits Reopener (Article 5, Section 2)

New language. If the Union can provide a comparable Medical Benefits plan at a lesser cost to the employees and the City, the City agrees to meet with the Union to discuss the benefits and cost of said plan.

4. Retirement (Article 5, Section 3.D.)

Obsolete language removed regarding City's contribution towards retiree medical premiums in 2019 and 2020.

5. Notification of Sickness (Article 5, Section 4.F)

Language updated to reflect existing law under SB 579.

6. Holidays (Article 5, Section 7)

June 19, Juneteenth, added to the paid holiday schedule.

7. Education Reimbursement (Article 5, Section 10)

Updated language to reflect existing policy. Reimbursement is based upon a fiscal year.

8. Safety Equipment (Article 5, Section 11)

Safety shoe allowance increases from \$250.00 for one pair of shoes to \$500.00 for two pairs of shoes.

9. D.R.I.V.E. (Democrat, Republican, Independent Voter Education) Voluntary Contributions (Article 8)

New language. Union to notify City of employees who sign up to contribute to Teamsters' political action committee via payroll deduction.

10. Grievances (Article 9, Section 5 and 6)

Language updated to clarify existing procedures and to add impartial mediation.

11. Salary and Man Power Study for Utilities (Article 10)

New language. The City agrees to conduct a Salary Study for utility plant operation classifications within 6 months of completing a manpower study. Manpower study for utility plant operation classifications to be completed within 1 year of contract ratification. City will meet and confer with the Union regarding implementation of and position and/or salary recommendations based on both studies.

12. Effective Dates (Article 13, Section 1)

Term of Agreement will be July 1, 2021 through June 30, 2023.

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

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 to all funds for FY 21/22 is \$82,583; of which \$57,928 is already allocated for in the current budget. Council to appropriate \$24,655 from the applicable fund.

Attachments:

Resolution No. 2021-56

Proposed MOU