



# STAFF REPORT

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April 3, 2024  
File Number 0740-30

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## SUBJECT

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ESCONDIDO AND THE ESCONDIDO CITY EMPLOYEES' ASSOCIATION – SUPERVISORY (SUP) BARGAINING UNIT**

## DEPARTMENT

Human Resources Department

## RECOMMENDATION

Request the City Council adopt Resolution No. 2024-36, approving a two-year Memorandum of Understanding (“MOU”) between the City of Escondido (“City”) and the Escondido City Employees’ Association – Supervisory (“SUP”) Bargaining Unit (“Association”), commencing July 1, 2023, through June 30, 2025.

Staff Recommendation: Approval (Human Resources: Jessica Perpetua, Director of Human Resources)

Presenter: Jessica Perpetua, Director of Human Resources

**ESSENTIAL SERVICE** – Yes, internal requirement in support of Keep City Clean for Public Health and Safety; Land Use/Development; Clean Water; Sewer; Public Works/Infrastructure; Maintenance of Parks facilities/Open Spaces.

**COUNCIL PRIORITY** – Increase Retention and Attraction of People and Businesses to Escondido.

## FISCAL ANALYSIS

The terms of the two-year labor agreement are detailed in the Background section below. As all changes will take effect in the last quarter of the fiscal year, the increase in expenses for FY2023/24 will be covered by budgetary savings. The financial impacts from year two of the contract will be included in the FY2024/25 operating budget adoption.

## PREVIOUS ACTION

On August 11, 2021, the City Council voted to adopt the MOU between the Escondido City Employees’ Association (“ECEA”) – Supervisory Unit (“SUP”) and the City, for a two-year term that expired on June 30, 2023.



# CITY *of* ESCONDIDO

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### **BACKGROUND**

City staff and the Association SUP Bargaining Unit have reached a two-year labor agreement that will cover terms and conditions of employment and meet important objectives for each of the parties. Both parties understand the importance of maintaining good labor relationships to serve the community. On March 28, 2024, members of the Association SUP Bargaining Unit voted in support of the terms and conditions of this agreement. Likewise, City staff recommends approval.

The two-year agreement provides for the implementation of the City's classification and compensation study, changes to the length of the probationary period, an increase to the safety shoe allowance, an increase to vacation cash out, the addition of a floating holiday, and various MOU language updates. The agreement also provides a \$2,000 ARPA stipend to eligible employees funded by the Premium Pay provision of the American Rescue Plan Act. To be eligible, employee must currently be employed and worked for the City of Escondido between March 2020 to April 10, 2023. Details of the agreement are provided in Exhibit A of Resolution No. 2024-36.

### **RESOLUTIONS**

- a. Resolution No. 2024-36
- b. Resolution No. 2024-36 – Exhibit "A"