



**City of Grass Valley
City Council
Agenda Action Sheet**

Title: Grass Valley Management & Supervisory Professional & Confidential Employees
- Unit 1 - Memorandum of Understanding for July 1, 2024 - December 31, 2025,

CEQA: Not a project

Recommendation: Adopt Resolution No. 2024-64 approving the Labor Memorandum of Understanding for an eighteen (18) month period beginning July 1, 2024, through December 31, 2025, between the City of Grass Valley and the Grass Valley Management / Supervisory Professional & Confidential Employees Group (Unit 1).

Prepared by: Catrina Olson, Deputy Administrative Services Director

Council Meeting Date: 08/22/2024

Date Prepared: 08/19/2024

Agenda: Consent

Background Information:

Over the course of the last month the City Manager has been meeting with the representatives of the Grass Valley Management / Supervisory Professional & Confidential Employees Group (Unit 1) to come to an agreement on terms and conditions for an updated Memorandum of Understanding (“MOU”) effective July 1, 2024. As such, the City and Unit 1 have concluded the process and have agreed upon updated terms to the MOU which are now being recommended for City Council approval.

The updated provisions in the MOU and estimated fiscal impacts include the following:

**City of Grass Valley
and
Grass Valley Management/Supervisory Professional & Confidential Employees Group (Unit 1)**

TERM:	18 Months, July 1, 2024 to December 31, 2025	Fiscal Year	General Fund	Measure E	Water	Sewer	Totals
WAGES:	* Upon ratification of the Memorandum of Understanding by the City Council effective January 1, 2025, 1.8% final step range increase - 1.8% added to the top ste of the position payscale, to take effect the subsequent anniversary date of the employee after January 1, 2025.	FY 2024/2025	\$ 3,005.77	\$ 485.45	\$ -	\$ -	\$ 3,491.22
		FY 2025/2026 (for the 6 month period of 07/01/25-12/31/25)	\$ 4,963.50	\$ 1,379.39	\$ 177.53	\$ 177.53	\$ 6,697.95
	* Cell phone stipend of \$45/month for all members of the unit who use their personal cell phone for work related activities. (This is an already existing Citywide policy that other employees who use their personal cell phones for work receive being implemented with Unit 1 employees)	FY 2024/2025	\$ 4,914.00	\$ 972.00	\$ 567.00	\$ 567.00	\$ 7,020.00
		FY 2025/2026 (for the 6 month period of 07/01/25-12/31/25)	\$ 2,457.00	\$ 486.00	\$ 283.50	\$ 283.50	\$ 3,510.00
MEDICAL, City of increase medical as follows:		Fiscal Year	General Fund	Measure E	Water	Sewer	Totals
	*Effective 01/01/2024 and additional \$150.00 per month at each medical enrollment level.	FY 2024/2025	\$ 16,380.00	\$ 3,240.00	\$ 1,890.00	\$ 1,890.00	\$ 23,400.00
	*Effective 01/01/2025 an additional \$200.00 per month at each medical enrollment level for a total of \$350.	FY 2025/2026 (for the 6 month period of 07/01/25-12/31/25)	\$ 19,110.00	\$ 3,780.00	\$ 2,205.00	\$ 2,205.00	\$ 27,300.00
RETIREE MEDICAL:	<p>* An employee retiring from the City under PERS is eligible for the following retiree benefits:</p> <p>> An employee retiring from the City after twenty (20) or more years of service will receive five hundred (\$500) dollars per month.</p> <p>> An employee retiring from the City with twenty-five (25) years of service or more, and retiring prior to December 31, 2024, will receive seven hundred (\$700) dollars per month.</p> <p>* The City, will pay the statutory administrative fee for PERS coverage.</p> <p>* To receive this benefit a retiree must provide annual evidence of health insurance coverage to the Human Resources Department.</p> <p>* Such benefit will cease upon the retiree receiving coverage through Medicare. If a retired covered under another employer's group medical insurance loses such coverage this benefit will start or restart until the retiree is otherwise ineligible.</p>		N/A	N/A	N/A	N/A	N/A
HOLIDAY:	<p>Language Cleanup</p> <p>* In lieu of actual holidays, 48/96 shift employees will be cashed out 6.5 hours of holiday pay each pay period at the employee base rate plus incentives at the same time and in the same mannder as normal payroll is paid</p>		N/A	N/A	N/A	N/A	N/A
UNIFORM ALLOWANCE:	*Movement of uniform allowances from fire section of the MOU to the main MOU. Language changed to reflect that all fire and sworn police members will recev \$1,375.00 per year		N/A	N/A	N/A	N/A	N/A

Council Goals/Objectives: Approval of the negotiated Memorandum of Understanding between the City and Unit 1 executes portions of the work tasks towards achieving /maintaining the Strategic Plan goal to maintain a Productive and Efficient Workforce.

Fiscal Impact:

The overall cost for FY 2024/2025 for all funds, including wages and medical, \$33,911.22, FY 2025/2026 (for the 6-month period 07/07/2025 - 12/31/2025), including wages and medical \$37,507.95. The cost for the term of the agreement, July 1, 2024 - December 31, 2025, for Unit 1 to the General Fund is \$50,830.27, to the Measure E Funds is \$10,342.84, to the Water Fund is \$5,123.03 and to the Sewer Fund is \$5,123.03.

Funds Available: Yes

Account #: 100 - General Fund
200 - Measure E
500 - Water Fund
510 - Sewer Fund

Reviewed by: ___ City Manager

Attachments:

- Resolution No. 2024-64 - Approval of Unit 1 MOU
- Memorandum of Understanding - Unit 1
- Exhibit A to Memorandum of Understanding