



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

Title: International Union of Operating Engineers, Stationery Engineers, Local 39 Memorandum of Understanding - Unit #2 (General Employees) and Unit #3 (Office Technical Employees) - July 1, 2024 - June 30, 2027

CEQA: Not a Project

Recommendation: Adopt Resolution No. 2024-64 & 2024-63 approving the Labor Memorandum of Understanding for a 3-year period beginning July 1, 2024, through June 30, 2027, between the City of Grass Valley and the International Union of Operating Engineers, Stationery Engineers, Local 39 (Unit 2 and Unit 3).

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 several months, the City's labor negotiations team has been meeting with representatives of the International Union of Operating Engineers, Stationery Engineers, Local 39 ("Unit 2 / Unit 3") to come to an agreement on terms and conditions for an updated Memorandum of Understanding ("MOU") effective July 1, 2024. The City's labor team and Unit 2 & Unit 3 have concluded the negotiations process and have been notified that Unit 2 / Unit 3 have duly ratified the updated provisions to the MOU which are now being recommended for City Council approval.

Updated provisions to the MOU and annual estimated fiscal impacts include the following:

**City of Grass Valley
and
IUOE Local 39, Unit 2**

TERM: 3-Years, July 1, 2024 to June 30, 2027	Fiscal Year	General Fund	Water	Sewer	Totals
WAGES: * Upon ratification of the Memorandum of Understanding by the City Council All employees shall receive a \$750.00 lump sum off salary schedule payment with their next regulary scheduled paycheck. *Effective the first regularly scheduled paycheck following July 1, 2025, all employees shall receive a 2% salary increase. *Effective the first regularly scheduled paycheck following July 1, 2026, all employees shall receive a 2.5% salary increase.	FY 2024/2025	\$ 9,926.25	\$ 4,005.17	\$ 6,141.14	\$ 20,072.56
	FY 2025/2026	\$ 15,195.42	\$ 5,988.34	\$ 10,504.64	\$ 31,688.40
	FY 2026/2027	\$ 34,607.22	\$ 13,623.47	\$ 23,898.05	\$ 72,128.74
MEDICAL City to increase medical as follows: * Effective 01/01/2025 and additional \$150.00 per month at each medical enrollment level. * Effective 01/01/2026 an additional \$100.00 per month at each medical enrollment level. * Effective 01/01/2027 an additional \$100.00 per month at each medical enrollment level. * Effective 01/01/2025 increase in leiu of medical \$200.00. <i>(Cost of this included with medical totals)</i>	Fiscal Year	General Fund	Water	Sewer	Totals
	FY 2024/2025	\$ 10,860.00	\$ 4,290.00	\$ 6,450.00	\$ 21,600.00
	FY 2025/2026	\$ 27,360.00	\$ 11,040.00	\$ 16,800.00	\$ 55,200.00
	FY 2026/2027	\$ 47,100.00	\$ 19,650.00	\$ 30,450.00	\$ 97,200.00
Vacation, New language: After 2 years of City service, credit for prior public service shall be included for the purposes of calculating vacation accrual. Maximum accrual under this provision not to exceed 10 years of total service credit (164 hours per year). <i>*Employee shall be responsible to provide verification from prior service.</i>					

**City of Grass Valley
and
IUOE Local 39, Unit 3**

Tentative Agreement July 1, 2024

TERM: 3-Years, July 1, 2024 to June 30, 2027	Fiscal Year	General Fund	Meas E	Water	Sewer	Totals
WAGES: * Upon ratification of the Memorandum of Understanding by the City Council All employees shall receive a \$750.00 lump sum off salary schedule payment with their next regulary scheduled paycheck. *Effective the first regularly scheduled paycheck following July 1, 2025, all employees shall receive a 2% salary increase. *Effective the first regularly scheduled paycheck following July 1, 2026, all employees shall receive a 2.5% salary increase.	FY 2024/2025	\$ 7,569.03	\$ 866.63	\$ 571.97	\$ 571.97	\$ 9,579.60
	FY 2025/2026	\$ 14,015.96	\$ 1,272.86	\$ 1,071.36	\$ 1,071.36	\$ 17,431.54
	FY 2026/2027	\$ 31,886.30	\$ 2,895.76	\$ 2,437.34	\$ 2,437.34	\$ 39,656.74
MEDICAL City to increase medical as follows: * Effective 01/01/2025 and additional \$150.00 per month at each medical enrollment level. * Effective 01/01/2026 an additional \$100.00 per month at each medical enrollment level. * Effective 01/01/2027 an additional \$100.00 per month at each medical enrollment level. * Effective 01/01/2025 increase in leiu of medical \$200.00. <i>(Cost of this included with medical totals)</i>	Fiscal Year	General Fund	Meas E	Water	Sewer	Totals
	FY 2024/2025	\$ 8,112.00	\$ 900.00	\$ 594.00	\$ 594.00	\$ 10,200.00
	FY 2025/2026	\$ 20,832.00	\$ 2,400.00	\$ 1,584.00	\$ 1,584.00	\$ 26,400.00
	FY 2026/2027	\$ 36,960.00	\$ 4,500.00	\$ 2,970.00	\$ 2,970.00	\$ 47,400.00
Vacation, New language: After 2 years of City service, credit for prior public service shall be included for the purposes of calculating vacation accrual. Maximum accrual under this provision not to exceed 10 years of total service credit (164 hours per year). <i>*Employee shall be responsible to provide verification from prior service.</i>						

Council Goals/Objectives:

The approval of an updated labor MOU between the City and Unit 2 / Unit 3 executes portions of work tasks towards achieving/maintaining (1) a Productive and Efficient Workforce, and (2) Community Safety.

Fiscal Impact:

Overall cost for FY 2024/2025 for Unit 2 & 3 for all funds, including wages and medical, \$61,452.16, FY 2025/2026 for all funds, including wages and medical, \$130,719.94 and for FY 2026/2027 for all funds including wages and medical, \$256,385.48. The cost for the term of the agreement, July 1, 2024-June 30, 2027, for Units 2 & 3 to the General Fund is \$264,424.18, to the Measure E Fund is \$12,835.25, to the Water Fund is \$67,825.65 and to the Sewer Fund is \$103,472.50.

Funds Available: YES

Account #: General Fund
Measure E Fund
Water Fund
Sewer Fund

Reviewed by: Tim Kiser, City Manager

Attachments:

- Resolution No. 2024-62 & 2024-63 - Approving of Unit 2 & 3 Memorandum of Understandings
- Memorandum of Understanding - Units 2 & 3
- Exhibit A to the Memorandum of Understanding - Units 2 & 3