



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, 2023 - June 30, 2024

CEQA: Not a project

Recommendation: Adopt Resolution No. 2022-61 approving the Labor Memorandum of Understanding for a one-year period beginning July 1, 2023, through June 30, 2024, between the City of Grass Valley and the Grass Valley Management / Supervisory Professional & Confidential Employees Group (Unit 1).

Prepared by: Taylor Day, City Clerk

Council Meeting Date: 10/10/2023

Date Prepared: 10/3/2023

Agenda: Consent

Background Information: The City Manager has recently re-opened the current Labor Memorandum of Understanding (MOU) with the Grass Valley Management / Supervisory Professional & Confidential Employees Group (Unit 1). As such, the City and Unit 1 have mutually agreed to provide; 1) a three-percent Cost of Living Adjustment (COLA) to members of the bargaining group effective June 25, 2023 (the first day of a pay period coinciding with a July 1, 2023 implementation. 2) Short term disability, 4) a one half percent merit increase starting January 1st, 2024 or when State Disability Insurance (SDI) is in effect, 5) Longevity pay of two and a half (2.5%) after 10 years, 6) increase to 5% for POST Management Certificate, & 7) Out of Class Pay for Police Lieutenants and Captains to earn an overtime rate calculated at top step sergeant plus 7.5% in State Emergencies or Mutual Aid requests. All other terms, conditions, and provisions of the MOU, to the extent not modified by this Agreement, shall remain in full force and effect.

Updated provisions in the Side-Letter and estimated fiscal impacts include the following:

MOU Provision	Estimated Annual Incremental Cost
Side Letter providing COLA increases to each member (all classifications) in Unit 1	\$45,572 (General Fund) \$10,774 (Measure E Fund) \$1,580 (Water Fund) \$1,108 (Sewer Fund)

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 estimated incremental annual costs of \$59,034 effective for the beginning of the FY2023/24 has been included in the recommended budget for FY2023/24.

Funds Available: N/A

Account #: N/A

Reviewed by: ___ City Manager

Attachments:

- Resolution No. 2023-61- Approval of Unit 1 MOU
- Memorandum of Understanding - Unit 1