



## City of Grass Valley City Council Agenda Action Sheet

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**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, 2023 - June 30, 2024

**CEQA:** Not a Project

**Recommendation:** Adopt Resolution No. 2023-50 & 2023-51 approving the Labor Memorandum of Understanding for a twelve-month period beginning July 1, 2023, through June 30, 2024, between the City of Grass Valley and the International Union of Operating Engineers, Stationery Engineers, Local 39 (Unit 2 and Unit 3).

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**Prepared by:** Catrina Olson, Deputy Administrative Services Director

**Council Meeting Date:** 08/22/2023

**Date Prepared:** 08/17/2023

**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, 2023. The City's labor team and Unit 2 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:

| MOU Provision  | Estimated Annual Incremental Cost  |
|--|--|
| 1. Term of Agreement - July 1, 2023 - June 30, 2024<br>(Note: the effective date will be July 25, 2023, the first day of a new pay period) | N/A  |
| 2. Provide a 3% Cost of Living Adjustment (COLA) effective July 25, 2023   | \$38,460 (General Fund)<br>\$1,683 (Measure E Fund)<br>\$9,441 (Water Fund)<br>\$16,416 (Sewer Fund)<br><br>\$66,000 (All Funds) |

|   |         |
|---|---------|
| 3. Longevity Pay 2.5% upon completion of 10 years<br>Unit#2 & Unit#3  | \$5,075 |
| 4. Bilingual incentive pay, 5% limited to 1 person Unit#3<br>only   | \$4,160 |
| 5. Reduction in cap of compensated time off (CTO)<br>earned from 240 to 160 only 80 hours CTO from<br>standby Unit#2 & Unit#3 | N/A     |
| 6. Non-substantive Memorandum of Understanding<br>language clean-up in both agreements  | N/A     |

**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:**

The estimated incremental ongoing annual costs of \$75,235 effective July 25, 2023, have been considered and are accounted for in the FY 2023-24 Adopted Budget.

**Funds Available:** YES

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

**Reviewed by:** Tim Kiser, City Manager

**Attachments:**

- Resolution No. 2023-50 & 2023-51 - Approving of Unit 2 & 3 Memorandum of Understandings
- Memorandum of Understanding - Units 2 & 3
- Salary Schedule - Units 2 & 3