



City Council Agenda Report

Meeting Date: July 09, 2024
Prepared By: Scott Gerdes
Approved By: Gabe Engeland

Subject: Adopt a Resolution entering into a Side Letter Agreement with the Sanitary Truck Drivers and Helpers Union Local # 350

COUNCIL PRIORITY AREA

- Business Communities
- Circulation Safety and Efficiency
- Environmental Sustainability
- Housing
- Neighborhood Safety Infrastructure
- General Government

RECOMMENDATION

Staff recommends the City Council adopt a Resolution entering into a Side Letter Agreement with the Sanitary Truck Drivers and Helpers Union Local # 350 to add clarifying language to Article 7. Pay Rates and Practices to address how a tie for the 6th peer city should be treated.

FISCAL IMPACT

There is no impact to the budget associated with the adoption of this Side Letter Agreement. Costs associated with this change have been included in the adopted FY 24-25 budget.

ENVIRONMENTAL REVIEW

This action does not qualify as a "Project" as defined in California Government Code Section 15378(b) of the Guidelines for California Environmental Quality Act (CEQA).

PREVIOUS COUNCIL CONSIDERATION

July 12, 2022 – Adoption of Memorandum of Understanding (MOU) between City of Los Altos & Sanitary Truck Drivers and Helpers Union Local # 350 for a five-year agreement between July 1, 2022 – June 30, 2027

DISCUSSION/ANALYSIS

As part of the MOU between City of Los Altos & Sanitary Truck Drivers and Helpers Union Local # 350 Article 7. PAY RATES AND PRACTICES, starting last fiscal year and annually thereafter, city staff is required to complete an analysis of the top 6 peer cities and conduct a market study to determine if salary range adjustments are necessary based on 50th percentile of our top 6 peer cities.

Each year, staff looks at several criteria to evaluate who our peer cities are e.g. Population, Budget, geographic proximity, number of full-time employees, etc. The peer cities for fiscal year 24-25 in order of likeness score were (1) Los Gatos, (2) Foster City, (3) Campbell (4) San Carlos, (5) Morgan Hill, (6) Belmont and East Palo Alto.

This year, there was a tie for the 6th slot for the top 6 peer cities between Belmont and East Palo Alto. In the market survey data originally sent to Teamsters, both Belmont and East Palo Alto were included in the analysis leading to 7 cities being included in the 50th percentile of the market calculations for Maintenance Worker I and Maintenance Leadworker.

Teamsters representatives raised concerns with this interpretation and resulting data. City representatives met and conferred in good faith with Teamsters representatives on June 7, 2024, to develop a Side Letter Agreement adding clarifying language to Article 7. PAY RATES AND PRACTICES of the MOU that if there is a tie between two or more cities for determining the top 6 peer cities, the city with the higher paying classification will be included in the market survey.

As a result of this change to the 6th peer city and a recalculation of the market survey, for fiscal year 2024-2025 incumbents in the classification of Maintenance Worker I will see an increased market adjustment of an additional 1.45% and Maintenance Leadworker will see an increased market adjustment of an additional 2.6%.

ATTACHMENTS

1. City of Los Altos Resolution No. 2024-XX
2. Side Letter Agreement