



AGENDA REPORT SUMMARY

Meeting Date: July 14, 2022

Subject Resolution 2022-XX: A Memorandum of Understanding (MOU) between City of Los Altos & Sanitary Truck Drivers and Helpers Teamsters Union Local 350; five (5) year agreement

Prepared by: Irene Barragan Silipin, Human Resources Director

Approved by: Gabriel Engeland, City Manager

Attachment(s):

- Resolution 2022-XX
- Memorandum of Understanding (MOU) July 1, 2022 – June 30, 2027
- Fiscal Year 2022/23 Revised Pay Schedule

Initiated by:
City Manager

Previous Council Consideration:
Closed Session on June 28, 2022

Fiscal Impact:

All items in the proposed Memorandum of Understanding (MOU) have been included in the adopted FY22-23 budget. There is no impact to the budget associated with the adoption of the MOU.

The proposed MOU has costs that can be calculated (example: percent pay increases), costs that can be estimated (example: CPI), and other costs that will not be known until a later date (example: potential market adjustment in FY 2026/27). The financial impact includes known and estimated costs.

The total increase of known and estimated costs for FY 2022/23 is expected to be \$391,000. The total 5 year increase for known and estimated costs is expected to be \$2,063,000

Reviewed By:

City Manager

City Attorney

Finance Director

GE

JH

JE



Subject: Resolution 2022-XX: A Memorandum of Understanding (MOU) between City of Los Altos & Sanitary Truck Drivers and Helpers Teamsters Union Local 350; five (5) year agreement

FY	Salary	Certifications	PTO	Benefits	Total Annual
22/23	\$ 118,000	\$ 25,000	\$ 158,000	\$ 90,000	\$ 391,000
23/24	\$ 220,000	\$ 25,000	\$ 158,000	\$ 90,000	\$ 493,000
24/25	\$ 310,000	\$ 25,000	\$ 158,000	\$ 90,000	\$ 583,000
25/26	\$ 25,000	\$ 25,000	\$ 158,000	\$ 90,000	\$ 298,000
26/27	\$ 25,000	\$ 25,000	\$ 158,000	\$ 90,000	\$ 298,000
Grand Total	\$ 698,000	\$ 125,000	\$ 790,000	\$ 450,000	\$ 2,063,000

Environmental Review:

Not applicable

Policy Question(s) for Council Consideration:

- Does the Council wish to adopt Resolution 2022-XX and the terms within the Successor Memorandum of Understanding (MOU) reached by the City and Teamster Local 350?

Summary:

- The current MOU between City of Los Altos & Sanitary Truck Drivers and Helpers Teamsters Union Local 350 expired on June 30, 2022
- Negotiations between the City and Sanitary Truck Drivers and Helpers Teamsters Union Local 350 representatives for a successor MOU commenced on April 17, 2022 and concluded on June 27, 2022
- Sanitary Truck Drivers and Helpers Teamsters Union Local 350 members ratified the successor agreement on June 28, 2022
- The agreement provides for a five-year term expiring on June 30, 2027
- If approved, the salary adjustments will be retroactive to the beginning of the pay period that includes July 1, 2022

Recommendation

Move to approve Resolution 2022-XX and the terms outlined in the MOU between City of Los Altos & Sanitary Truck Drivers and Helpers Teamsters Union Local 350, which includes a five (5) year agreement

Purpose

Approve the recommended terms for a new five-year agreement expiring on June 30, 2022 with Sanitary Truck Drivers and Helpers Teamsters Union Local 350 to ensure continuation of excellent delivery of maintenance services provided to the Los Altos Community.



Subject: Resolution 2022-XX: A Memorandum of Understanding (MOU) between City of Los Altos & Sanitary Truck Drivers and Helpers Teamsters Union Local 350; five (5) year agreement

Background

The MOU between City of Los Altos & Sanitary Truck Drivers and Helpers Teamsters Union Local 350 expired on June 30, 2022. Representatives from the City and Teamsters, Local 350 met and conferred in good faith to reach an agreement on a successor MOU for the Council's approval.

The parties reached a tentative agreement on all terms and conditions of employment on June 27, 2022. Teamsters Local 350 members met and successfully ratified the tentative agreement for a five-year MOU on June 28, 2022. Final approval of the successor MOU is now before Council.

Discussion/Analysis

The successor agreement will take effect upon the City Council's adoption and the five-year term will expire on June 30, 2027. Among the terms of this MOU are:

- Pay increases of:
 - 7/1/22 5% across all classification.
 - 7/1/23 and 7/1/24 CPI then Market Adjustments (Min of 3%, Max of 3.5%)
 - 7/1/25 and 7/1/26 Market Range Adjustments
- Increased Observed Holidays
- Quality of Life Enhanced Benefit
- Additional Professional Certification Pay

In summary, Teamsters Union Local 350 increases in compensation and benefits over the five-year period of the successor MOU will strive to support the recently adopted Total Compensation philosophy supporting the council goals and vision for employee retention and attraction in Los Altos.

Recommendation

Move to approve Resolution 2022-XX and the terms outlined in the MOU between City of Los Altos & Sanitary Truck Drivers and Helpers Teamsters Union Local 350, which includes a five (5) year agreement