

RESOLUTION NO. 19-

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERCULES APPROVING A MEMORANDUM OF UNDERSTANDING “MOU” WITH THE TEAMSTERS LOCAL 315 ASSOCIATION FOR FULL-TIME AND PARTTIME UNITS FOR FY 2019-20 AND APPROVING AN UPDATED UNREPRESENTED PART-TIME EMPLOYEE FY 2019-20 SALARY SCHEDULE AND THE UPDATED FY 2019-20 AND FY 2020-21 SALARY SCHEDULES FOR THE HPOA, EXECUTIVE LEVEL, MID-MANAGEMENT AND NON-REPRESENTED EMPLOYEES

WHEREAS, the City met and conferred in good faith with Teamsters Local 315; and,

WHEREAS, the City desires to modify the Memorandum of Understanding with the Teamsters Local 315 Full-time and Part-time Units; and,

WHEREAS, the MOU with the Teamsters Local 315 Full-time and Part-time Units will be effective retroactively to July 15, 2019; and,

WHEREAS, approval of these new labor related items will result in both on-going and one-time costs; and,

WHEREAS, the on-going costs will be \$123,666 and the one-time costs will be \$21,025; and,

WHEREAS, the on-going costs will be incorporated into the Fiscal Year 2019-20 budget and the one-time costs will be funded from the available fund balance or the increased Fiscal Neutrality Reserve; and

WHEREAS, Fiscal Year 2019-20 salary schedule for unrepresented part-time employees is attached hereto as Exhibit 4; and,

WHEREAS, Fiscal Year 2019-20 salary schedules for Full-Time and Part-time represented employees is attached hereto as Exhibit 5; and,

WHEREAS, Fiscal Year’s 2019-20 and 2020-21 salary schedules for HPOA, Executive Level, Mid-Management and Non-Represented employees are attached hereto as Exhibit 5.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hercules as follows:

Section 1. The City Council hereby approves and authorizes the City Manager to sign and implement the Memorandum of Understanding with Teamsters Local 315 Full-time and Part-time units, covering the period of July 1, 2019 to June 30, 2020, attached hereto as Exhibit 2 and 3

Section 2. The City Council hereby adopts the updated Unrepresented Part-time Salary Schedule for FY 2019-20 attached hereto as Exhibit 4; and,

Section 3. The City Council hereby adopts the FY 2019-20 Full-time and Part-time represented salary schedules, HPOA, Senior Management and Unrepresented, Executive

Management with Assistant City Manager Title salary schedules, attached hereto as Exhibit 5; and,

Section 4. The City Council hereby adopts the FY 2020-21 salary schedules for HPOA, Executive Level, Mid-Management, Non-Represented and City Council, attached hereto as Exhibit 6 .

The foregoing Resolution was duly and regularly adopted at a regular meeting of the City Council of the City of Hercules held on the tenth day of September, 2019, by the following vote of the Council:

AYES:

NOES:

ABSTAIN:

ABSENT:

Dan Romero, Mayor

ATTEST:

Lori Martin, MMC, City Clerk