



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of October 13, 2020

TO: Members of the City Council

SUBMITTED BY: David Biggs, City Manager
Lori Martin, Director of Administrative Services

SUBJECT: Approve Memorandum of Understandings with the Teamsters Local 315 Full-Time and Part-Time Units and Updated Unrepresented Part-Time Salary Schedule for FY 2020-21 and Approve Updated FY 2020-21 and Salary Schedules for Teamsters Full-Time and Part-Time Units and Approve Minor Modifications to the FY 20-21 Salary Schedules for Senior Management and Unrepresented Employees and Mid-Management Employees Pursuant to Approved Recommendations and Implementation of the Classification and Compensation Study.

RECOMMENDED ACTION: Adopt a Resolution Approving Memorandum of Understandings with Teamster Local 315 Full-Time and Part-Time Units and adopt the updated FY 2020-21 salary schedules for Teamsters Full-Time and Part-Time Units and Updating the Part-time Non-Represented Fiscal Year 2020-21 Salary Schedule and approve amendments to the FY 2020-21 Salary Schedules for Senior Management and Unrepresented Employees and Mid-Management Employees.

FISCAL IMPACT OF RECOMMENDATION: Approval of these new labor related items will result in costs, both on-going and one time in nature. The proposed MOUs and updated Non-Represented Salary Schedule will be effective through June 30, 2021. The on-going costs for the employees covered through these approvals are illustrated below. The table below breaks out the costs by employee group:

| <u>2020/21</u> | | |
|---------------------------|----------------------------------|-----------------------|
| Group | Annualized On-Going Costs | One-Time Costs |
| Teamsters Full-Time | \$47,796 | \$7,369 |
| Teamsters Part-Time | \$16,399 | \$3,379 |
| Non-Represented Part-Time | \$17,198 | |
| Total | \$81,393 | \$10,748 |

The adopted FY 2021/20 Budget assumes labor costs in an amount sufficient to fund the annual and one-time costs of the proposed agreements and updated pay schedules.

DISCUSSION: Existing Memorandums of Understanding (MOU) and agreements with employees have terms which ended June 30, 2020. The City has been engaged in the meet and confer process as required by law with the represented employees and in a consultation process with non-represented employees. The City Council has been providing the City's labor negotiator with direction in closed sessions over the past few months. Negotiations have now been completed with the two Teamsters units and with that agreement, it is also timely to update the unrepresented part-time salary schedule to meet the 2021 minimum wage requirements. A summary of the changes proposed by the employee groups is set forth below:

| Group | | | | | | | | | | | | | |
|--------------------------|--|-----------|------------|-----------|---------------|----------|---------|------------------------|------------|---------|--------------------------|------------|---------|
| Teamster Full-Time | <div>2020/21</div> <div>MOU Term to June, 30, 2021 (one year)</div> <div>3.00% COLA effective October 18, 2020</div> <div>One-time .5% non-PERSable retention payment with employees able to elect to direct payment to deferred comp.</div> <div>Additional one-time 1.04% non-PERSable amount in-lieu of retroactivity to July 12, 2020.</div> <div>Health care contributions rates for 2021 set at the Kaiser rates as follows:</div> <table><thead><tr><th></th><th>City Share</th><th>Emp Share</th></tr></thead><tbody><tr><td>Employee Only</td><td>\$799.23</td><td>\$14.41</td></tr><tr><td>Employee & 1 Dependent</td><td>\$1,598.46</td><td>\$28.82</td></tr><tr><td>Employee & 2+ Dependents</td><td>\$2,077.99</td><td>\$37.47</td></tr></tbody></table> <div>Implementation of the Classification and Compensation Study as follows:</div> <div>Maintenance Worker II: First 2.0% of COLA goes to employee in each year, any COLA above 2.0% is applied to the 2.9% salary adjustment.</div> <div>Add Associate Civil Engineer Classification Series.</div> <div>Reclassify Assistant Engineer to Associate Engineer.</div> <div>Change Permit Technician to Community Development Specialist, incorporating 5% additional duties pay into base salary.</div> <div>Change Senior Clerk I to Senior Clerk.</div> <div>Normal reopening 60-90 days prior to the end of term.</div> | | City Share | Emp Share | Employee Only | \$799.23 | \$14.41 | Employee & 1 Dependent | \$1,598.46 | \$28.82 | Employee & 2+ Dependents | \$2,077.99 | \$37.47 |
| | City Share | Emp Share | | | | | | | | | | | |
| Employee Only | \$799.23 | \$14.41 | | | | | | | | | | | |
| Employee & 1 Dependent | \$1,598.46 | \$28.82 | | | | | | | | | | | |
| Employee & 2+ Dependents | \$2,077.99 | \$37.47 | | | | | | | | | | | |
| Teamster Part-Time | <div>MOU Term to June, 30, 2020 (one year)</div> <div>3.00% COLA effective October 18, 2020</div> <div>One-time .5% non-PERSable retention payment with employees able to elect to direct payment to deferred comp.</div> | | | | | | | | | | | | |

| | | | | | | | |
|---------------|--|-------------------------|--------------------------|-------------------------|---------------|----------|---------|
| | Additional one-time 1.04% non-PERSable amount in-lieu of retroactivity to July 12, 2020. | | | | | | |
| | Health care contributions rates for 2021 set at the Kaiser rates as follows: | | | | | | |
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| Employee Only | \$799.23 | \$14.41 | | | | | |
| | Implementation of the Classification and Compensation Study as follows: | | | | | | |
| | Modify Parks & Recreation Classifications to Recreation Aide; Recreation Leader I, II and III. | | | | | | |
| | Adjust salary schedule for mandated minimum wage increases. | | | | | | |
| | Normal reopening 60-90 days prior to the end of term. | | | | | | |

The part-time unrepresented salary schedule for calendar year 2021 is adjusted to meet the 2021 minimum wage increase to \$14.00 per hour. All of the attached updated salary schedules meet the requirements of California Code of Regulations section 570.5 to ensure the City remains in compliance with CalPERS regulations.

ATTACHMENTS:

1. Resolution
2. Memorandum of Understanding with Teamsters Full-Time
3. Memorandum of Understanding with Teamsters Part-Time
4. FY 20-21 - Updated Salary Schedules for Teamsters Full-Time and Part-Time Units
5. FY 20-21 Part Time Salary Schedule
6. FY 20-21 Updated Senior Management and Unrepresented Salary Schedules (classification title changes plus addition of Associate Civil Engineer classification)
7. FY 20-21 Updated Senior Management Assigned Assistant CM (classification title changes only)
8. FY 20-21 Updated Mid-Management Salary Schedule (Recreation Manager grade change)