

RESOLUTION NO. 20-

A 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 PART-TIME UNITS FOR FY 2020-21 AND APPROVING A FISCAL YEAR 2020-21 SALARY SCHEDULE FOR FULL-TIME AND PART-TIME REPRESENTED EMPLOYEES AND APPROVING A FISCAL YEAR 2020-21 SALARY SCHEDULE FOR UNREPRESENTED PART-TIME EMPLOYEES AND APPROVING AMENDMENTS TO SALARY SCHEDULES FOR SENIOR MANAGEMENT AND UNREPRESENTED EMPLOYEES AND MID-MANAGEMENT EMPLOYEES TO INCORPORATE RECOMMENDED CHANGES AND AGREED UPON IMPLEMENTATION OF THE CLASSIFICATION AND COMPENSATION STUDY

WHEREAS, the City conducted negotiations 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 Memorandum of Understanding with the Teamsters Local 315 Full-time and part-time Units are attached hereto as Exhibit "2" and Exhibit "3"; and

WHEREAS, the MOU with the Teamsters Local 315 Full-time and part-time Units will be effective retroactively to July 12, 2020; 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 \$81,393 and the one-time costs will be \$10,748; and

WHEREAS, the on-going costs and the one-time costs are available in the Fiscal Year 2020-21 budget; and

WHEREAS, Fiscal Year 2020-21 salary schedules for Full-time and Part-time represented employees is attached hereto as Exhibit "4"; and

WHEREAS, Fiscal Year 2020-21 salary schedule for unrepresented part-time employees is attached hereto as Exhibit "5"; and

WHEREAS, Fiscal Year 2020-21 updated salary schedules for Senior Management and Unrepresented Employees is attached hereto as Exhibit "6".

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, 2020 to June 30, 2021, attached hereto as Exhibit 2 and Exhibit "3".

Section 2. The City Council hereby adopts the salary schedules for Full-time and Part-time represented employee's, attached hereto as Exhibit "4".

Section 3. The City Council hereby adopts the updated Part-time salary schedule for Fiscal Year 2020-21, attached hereto as Exhibit "5".

Section 4. The City Council hereby adopts the amendments to the salary schedules for Senior Management and Unrepresented employees, attached hereto as Exhibit "6" and Exhibit "7".

Section 5. The City Council hereby adopts the amendments to the salary schedule for Mid-Management employees, attached hereto as Exhibit "8".

The foregoing Resolution was duly and regularly adopted at a regular meeting of the City Council of the City of Hercules held on the thirteenth day of October 2020, by the following vote of the Council:

AYES:

NOES:

ABSTAIN:

ABSENT:

Roland Esquivias, Mayor

ATTEST:

Lori Martin, Administrative Services Director &
City Clerk