

City of Sacramento

Legislation Details (With Text)

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On agenda:	2/4/2020	Final action:	12/31/2023
Title:	Labor Agreements: Auto Marine and Specialty Painters, Local 1176 Memorandum of Understanding, Sacramento-Sierra's Building and Construction Trades Council Memorandum of Understanding; and Salary Schedule [Published for 10-Day Review 01/23/2020]		
Sponsors:			
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Date	Ver.	Action By	Action	Result
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Title:

Labor Agreements: Auto Marine and Specialty Painters, Local 1176 Memorandum of Understanding, Sacramento-Sierra's Building and Construction Trades Council Memorandum of Understanding; and Salary Schedule [Published for 10-Day Review 01/23/2020]

File ID: 2019-00063

Location: Citywide

Recommendation: Adopt a Resolution: 1) approving the Memorandum of Understanding (MOU) between the City of Sacramento (City) and Auto Marine and Specialty Painters, Local 1176 (Local 1176); 2) approving the MOU between the City and Sacramento-Sierra's Building and Construction Trades Council (BLT); 3) approving the citywide salary schedule; 4) authorizing the City Manager to transfer \$115,832 in available fund balance in the General Fund (Fund 1001) and \$254,332 in available fund balance in the appropriate Enterprise Funds as necessary to implement the terms of the MOUs referenced above; 5) authorizing the City Manager to amend the FY2019/20 department operating budgets as necessary; and 6) authorizing the City Manager to make minor changes or adjustments to exhibits in order to correct omissions and errors in the MOUs and salary schedule.

Contact: Shelley Banks-Robinson, Director, (916) 808-5541, Department of Human Resources

Presenter: None

Attachments:

01-Description/Analysis

02-Local 1176 MOU Redline
03-BLT MOU Redline
04-Salary Schedule Redline
05-Local 1176 Labor Agreement Costing
06-BLT Labor Agreement Costing
07-Resolution
08-Exhibit A - Local 1176 MOU
09-Exhibit B - BLT MOU
10-Exhibit C - Salary Schedule Final

Description/Analysis

Issue Detail:

Auto Marine and Specialty Painters, Local 1176 (Local 1176)

The 2017-2019 labor agreement between the City and Local 1176 expired on December 22, 2019. The City and Local 1176 negotiated a successor MOU which includes the following major new contract terms:

- New term expires December 31, 2021.
- Effective December 21, 2019, salary ranges will be increased by four percent (4%).
- Effective December 19, 2020, salary ranges will be increased by two percent (2%).
- One-time cash payment of \$800 to career employees within forty-five (45) days of adoption of the MOU.
- Health and Welfare Contributions
 - 2020 Calendar Year Health Changes, effective December 21, 2019:
 - Employee Only - City contribution of \$829.46 per month;
 - Employee Plus One Dependent - City contribution of \$1,318.38 per month;
 - Employee Plus Two or More Dependents - City contribution of \$1,758.00 per month.
 - For Plan Year 2021, the City will increase its contributions by fifty percent (50%) of the first fifty dollar (\$50) of premium increases from Plan Year 2020, for a not to exceed contribution increase of twenty-five dollars (\$25) per month. The method of calculating the actual increases is set out in the MOU.
- Standby Pay: Increased from \$210 to \$245 per week.
- Establishes the City's ability to place safety stickers on City vehicles which read "How's my Driving? Call 311."

Sacramento-Sierra's Building and Construction Trades Council (BLT)

The 2017-2019 labor agreement between the City and BLT expired on June 21, 2019. The City and BLT negotiated a successor agreement which includes the following major new contract terms:

- New term expires June 19, 2021.

- Effective February 1, 2020, salary ranges will be increased by three percent (3%), plus an additional equity increase of two percent (2%) for the following classifications:
 - Electrician
 - Senior Electrician
 - Electrical Design Technician
 - Electrician Supervisor
- Effective June 20, 2020, salary ranges will be increased by two and one-half percent (2.5%).
- One-time cash payment of \$1,000 to career employees within forty-five (45) days of adoption of the MOU.
- Effective June 20, 2020, Classic members shall contribute an additional one percent (1%), for a total of eight percent (8%), toward the member contribution to the PERS retirement plan.
- 401(a) Retirement Plan (Supervisors Only): City to contribute two percent (2%) and employee to contribute two percent (2%).
- Health and Welfare Contributions
 - 2020 Calendar Year Health Changes, effective February 1, 2020:
 - Employee Only - City contribution of \$829.46 per month;
 - Employee Plus One Dependent - City contribution of \$1,318.38 per month;
 - Employee Plus Two or More Dependents - City contribution of \$1,758.00 per month.
 - For Plan Year 2021, the City will increase its contributions by fifty percent (50%) of the first fifty dollar (\$50) of premium increases from Plan Year 2020, for a not to exceed contribution increase of twenty-five dollars (\$25) per month. The method of calculating the actual increases is set out in the MOU.
- Standby Pay: Increased from \$210 to \$245 per week.
- Technology Allowance: \$100 per month for supervisors and \$50 per month for personnel required to remain on standby.
- Establishes the City's ability to place safety stickers on City vehicles which read "How's my Driving? Call 311."

Policy Considerations: Approval of this action by the City Council is consistent with the City's legal obligations under the Meyers-Milias-Brown Act, adheres to the City's positive labor management relations concept, and provides labor stability.

The Sacramento City Code Section 4.04.020 and Council Rules of Procedure (Chapter 7, Section E.2.d) mandate that unless waived by a two-thirds vote of the City Council, all labor agreements and all agreements greater than \$1,000,000 shall be made available to the public at least ten (10) days prior to Council action. This item was published for 10-day review on January 23, 2020 as required.

Economic Impacts: None.

Environmental Considerations:

California Environmental Quality Act (CEQA): This report concerns administrative activities that will not have a significant effect on the environment and that do not constitute a “project” as defined by the CEQA Guidelines Sections 15061(b)(3) and 15378(b)(2).

Sustainability: Not Applicable.

Commission/Committee Action: Not Applicable.

Rationale for Recommendation: Approval of this action will:

- Establish a new MOU between the City and Local 1176 through December 31, 2021; and
- Establish a new MOU between the City and BLT through June 19, 2021.

Financial Considerations: The two-year cost of the MOUs is approximately \$1.2 million (\$410,052 in the General Fund), as reflected in Attachments 5-6. The increase in departments budgets in FY2019/20 will be \$370,165 (\$115,832 in the General Fund). Funding for the FY2019/20 budget adjustments will come from available fund balance in the General Fund and associated Enterprise Funds. Labor agreements costs are summarized below:

Employee Organization	Contract Term (months)	FY2019/20			Total Contract Cost		
		General Fund	Other Funds	Total	General Fund	Other Funds	Total
Auto Marine and Specialty Pair Local 1176	24	46,840	-	46,840	181,674	0	181,674
Sacramento-Sierra's Building & Construction Trades Council	24	68,992	254,333	323,325	228,379	821,811	1,050,190
Total:		\$ 115,832	\$ 254,333	\$ 370,165	\$ 410,053	\$ 821,811	\$1,231,864

Local Business Enterprise (LBE): Not Applicable.