

City of Sacramento

Legislation Text

File #: 2019-01606, **Version:** 1

Title:

Labor Agreement: Stationary Engineers, Local 39 General Supervisory Unit Memorandum of Understanding; and Salary Schedule [Published for 10-Day Review 11/07/2019]

File ID: 2019-01606

Location: Citywide

Recommendation:

Adopt a Resolution: 1) approving the Memorandum of Understanding (MOU) between the City of Sacramento (City) and Stationary Engineers, Local 39 General Supervisors; 2) approving the citywide salary schedule; 3) authorizing the City Manager to transfer \$430,902 in available fund balance in the General Fund (Fund 1001) and \$287,515 in available fund balance in the appropriate Enterprise Funds as necessary to implement the terms of the Local 39 General Supervisors agreement; 4) authorizing the City Manager to amend the FY2019/20 department operating budgets as necessary to fund the MOU; and 5) authorizing the City Manager to make minor changes or adjustments to exhibits in order to correct omissions and errors in the MOU and salary schedule.

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

Presenter: None

Attachments:

- 1-Description/Analysis
- 2-Local 39 General Supervisors MOU Redline
- 3-Salary Schedule Redline
- 4-Local 39 General Supervisors Labor Agreement Costing
- 5-Resolution
- 6-Exhibit A - Local 39 General Supervisors MOU
- 7-Exhibit B - Salary Schedule Final

Description/Analysis

Issue Detail: The 2017-2019 MOU between the City and Local 39 General Supervisors expired on June 21, 2019. The City and Local 39 General Supervisors have negotiated a successor MOU which includes the following major new contract terms:

- New term expires June 18, 2021.
- Effective December 7, 2019, salary ranges will be increased by three percent (3%).
 - Eligible employees shall receive retroactive payment to June 21, 2019, within forty-five (45) days of adoption by the Council. Retroactive payment shall be prorated, based on date of hire.
- Effective June 20, 2020, salary ranges will be increased by three percent (3%).
- Effective upon adoption, the following classifications shall receive a seven percent (7%) equity increase:
 - Enforcement and Collections Supervisor
 - Supervising Property Assistant
 - Eligible employees shall receive retro payment to June 21, 2019, within forty-five (45) days of adoption by the Council. Retro payment shall be prorated, based on date of hire.
- Effective upon adoption, the following classifications shall receive a five percent (5%) equity increase:
 - Parks Supervisor
 - Eligible employees shall receive retroactive payment to June 21, 2019, within forty-five (45) days of adoption by the Council. Retroactive payment shall be prorated, based on date of hire.
- Health and Welfare Contributions

2020 Calendar Year Health Changes

| Coverage Type | Existing | Effective 12/21/19 | Monthly Increase | % Increase |
|---------------------------|-----------------|---------------------------|-------------------------|-------------------|
| Employee | \$747.00 | \$829.54 | \$82.54 | 11% |
| Employee plus one | \$1,193.00 | \$1,318.46 | \$125.46 | 11% |
| Employee plus two or more | \$1,587.00 | \$1758.16 | \$171.16 | 11% |

- For plan year 2021, the City will increase its contribution by fifty percent (50%) of the first fifty dollars (\$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 increase is set out in the MOU.
- Downtown Parking Subsidy increased from ninety dollars (\$90.00) per month to one-hundred twenty dollars (\$120.00) per month for full-time career employees. Increase sixty dollars (\$60) per month to ninety dollars (\$90) per month for eligible part-time career employees.
- Graveyard employees who have a morning court appearance remain in paid status while waiting for court to begin.

- Standby Pay increased from thirty-five dollars (\$35.00) per day to forty dollars (\$40.00) per day.
- Establishment of Drone Certification Pay of fifteen dollars (\$15.00) per pay period.
- Establishment of Instrumentation Supervisor Incentive Pay of up to fifty dollars (\$50) per month.
- Establishment of the City's ability to place safety stickers on City vehicles which read "How's My Driving? Dial 311."
- Establishment of Performance Evaluations.

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 Council, all labor agreements and all agreements greater than \$1 million 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 November 7, 2019 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 39 General Supervisors through June 18, 2021.

Financial Considerations: The two-year cost of the MOU with Local 39 General Supervisors is approximately \$2.17 million (\$1.3 million in the General Fund), as reflected on Attachment 4. The increase in department budgets in FY2019/20 will be \$718,416 (\$430,902 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.

Local Business Enterprise (LBE): Not Applicable.