

# City of Sacramento

## Legislation Details (With Text)

**File #:** 2019-01385    **Version:** 1    **Name:**  
**Type:** Consent Item    **Status:** Agenda Ready  
**File created:** 9/11/2019    **In control:** City Council - 5PM  
**On agenda:** 11/5/2019    **Final action:**  
**Title:** Labor Agreement: The Western Council of Engineers' Memorandum of Understanding and Salary Schedule [Published for 10-Day Review 10/24/2019]

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
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**Title:**

**Labor Agreement: The Western Council of Engineers' Memorandum of Understanding and Salary Schedule [Published for 10-Day Review 10/24/2019]**

File ID: 2019-01385

**Location:** Citywide

### Recommendation:

Adopt a Resolution: 1) approving the Memorandum of Understanding (MOU) between the City of Sacramento and the Western Council of Engineers (WCE); 2) approving the Citywide salary schedule; 3) authorizing the City Manager to use \$170,112 in available fund balance in the General Fund (Fund 1001) and \$91,711 in available fund balance in the appropriate Enterprise Funds as necessary to implement the terms of the MOU; 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:** Aaron Donato, Labor Relations Manager (916) 808-5816, Department of Human Resources

**Presenter:** None

### Attachments:

1-Description/Analysis  
2-WCE MOU Redline

- 3-Salary Schedule Redline
- 4-WCE Labor Agreement Costing
- 5-Resolution
- 6-Exhibit A - WCE MOU
- 7-Exhibit B - Salary Schedule Final

## Description/Analysis

**Issue Detail:** The 2017-2019 labor agreement (MOU) between the City of Sacramento and WCE expired on June 21, 2019. The City and WCE negotiated a successor MOU, which includes the following major new contract terms:

- New term expires June 18, 2021
- Effective November 9, 2019, salary ranges will be increased by two and one-half percent (2.50%)
- Effective June 20, 2020, salary ranges will be increased by two and one-half percent (2.50%)
- One-time cash payment of \$1,000 to each career employee with a Full-Time Equivalent (FTE) of 0.50 or higher on November 19, 2019:
- Life Insurance:
  - Increase from \$35,000 to \$50,000 for eligible employees
- 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	1,758.16	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 increase is set out in the MOU.
- Employees covered as dependent of another City employee may not enroll in City medical plan (but may enroll in City dental or vision plan).
- Loss of cash-back for employees who participate in any City-sponsored medical,

dental, or vision plan

- Leaves (Parental Leave Policy):
  - Full-time employees who have completed at least six thousand, two hundred and forty (6,240) hours of regular service from the most recent date of hire preceding the birth of a child are eligible for City-paid Parental Pay of up to four (4) weeks [one hundred-sixty (160) hours] of continuous paid time off.
- Adopts a new method for notifying the City of voluntary membership dues deductions, modifications or cancellation to achieve compliance with the US Supreme Court ruling in *Janus v. AFSCME* and California Senate Bill 866.

**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 2/3 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 October 24, 2019 as required.

**Economic Impacts:** None

**Environmental Considerations:** 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 California Environmental Quality Act (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 WCE, through June 18, 2021.

**Financial Considerations:** The two-year cost of the MOU with WCE is \$900,892 (\$584,803 in the General Fund), as reflected on Attachment 4. The increase in department budgets in FY2019/20 will be \$261,823 (\$170,112 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