

City of Sacramento

Legislation Details (With Text)

File #: 2019-01569 **Version:** 1 **Name:**
Type: Consent Item **Status:** Agenda Ready
File created: 10/15/2019 **In control:** City Council - 2PM
On agenda: 11/12/2019 **Final action:** 12/31/2023
Title: Labor Agreement: Stationary Engineers, Local 39 Miscellaneous Units Memorandum of Understanding and Salary Schedule [Published for 10-Day Review 10/31/2019]

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
------	------	-----------	--------	--------

Title:

Labor Agreement: Stationary Engineers, Local 39 Miscellaneous Units Memorandum of Understanding and Salary Schedule [Published for 10-Day Review 10/31/2019]

File ID: 2019-01569

Location: Citywide

Recommendation:

Adopt a Resolution: 1) approving the Memorandum of Understanding (MOU) between the City of Sacramento (City) and Stationary Engineers, Local 39 Miscellaneous Units ("Local 39"); 2) approving the citywide salary schedule; 3) authorizing the City Manager to transfer \$2,641,435 in available fund balance in the General Fund (Fund 1001) and \$1,032,537 in available fund balance in the appropriate Enterprise Funds as necessary to implement the terms of the 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: Aaron Donato, Labor Relations Manager, (916) 808-5816, Department of Human Resources

Presenter: None

Attachments:

1-Description/Analysis

2-Local 39 Miscellaneous Units MOU Redline

- 3-Salary Schedule Redline
- 4-Local 39 Miscellaneous Units Labor Agreement Costing
- 5-Resolution
- 6-Exhibit A - Local 39 Miscellaneous Units MOU
- 7-Exhibit B - Salary Schedule Final

Description/Analysis

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

- New term expires June 18, 2021
- Effective November 23, 2019, salary ranges will be increased by three percent (3%).
 - Eligible employees shall receive retroactive pay 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:
 - Claims Collector
 - Senior Claims Collector
 - Property Assistant
 - Senior Property Assistant
 - Eligible employees shall receive retroactive pay 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.
- Graveyard employees who have a morning court appearance remain in paid status while waiting for court to begin.
- Standby Pay increased from thirty dollars (\$30.00) per day to thirty-five dollars (\$35.00) per day.
- Elimination of the three (3) year service requirement for associate's and bachelor's degree incentives.
- Establish Drone Certification Pay of fifteen dollars (\$15.00) per pay period.
- Establish Instrument Technician Incentive Pay of up to fifty dollars (\$50.00) per month.
- Establish the City's ability to place safety stickers on City vehicles which read "How's My Driving? Dial 311."
- With the exception of classifications in the Parking Division, all Local 39 Miscellaneous Units' classifications with a six (6) month probationary period are increased to a twelve (12) month probationary period.

Policy Considerations: Approval of this action by the City Council is consistent with the City's legal obligations under the Meyers-Milias-Brown Act (MMBA), 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 \$1,000,000 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 31, 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) 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 Miscellaneous Units through June 18, 2021.

Financial Considerations: The two-year cost of the MOU with Local 39 is \$11,353,532 (\$8,146,224

in the General Fund), as reflected on Attachment 4. The increase in department budgets in FY2019/20 will be \$3,673,972 (\$2,641,435 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.