

# City of Sacramento

## Legislation Text

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**File #:** 2018-01595, **Version:** 1

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**Title:**

**Labor Agreement: Sacramento City Exempt Employees Association Memorandum of Understanding and Salary Schedule (Published for 10-Day Review 11/21/2018)**

**File ID:** 2018-01595

**Location:** Citywide

**Recommendation:**

Adopt a Resolution: a) approving the Memorandum of Understanding (MOU) between the City of Sacramento and Sacramento City Exempt Employees Association (SCXEA); b) approving the citywide salary schedule; c) authorizing the City Manager or City Manager's designee to increase the FY2018/19 department operating budgets as necessary to implement the terms of the agreement, using approximately \$2.05 million in FY2018/19 available fund balance from various funds; d) authorizing the City Manager or City Manager's designee to make minor changes or adjustments to exhibits in order to correct omissions and errors in the MOU; and e) replenishing the General Fund (Fund 1001) available fund balance with available FY2017/18 resources by \$1.54 million.

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

**Presenter:** None

**Attachments:**

- 1-Description/Analysis
- 2-SCXEA MOU Redline
- 3-Salary Schedule Redline
- 4-Resolution
- 5-Exhibit A - SCXEA Labor Agreement Costing
- 6-Exhibit B - SCXEA MOU
- 7-Exhibit C - Salary Schedule Final

### Description/Analysis

**Issue Detail:** The 2014-2018 labor agreement between the City of Sacramento and the SCXEA

expired on June 22, 2018. The City and SCXEA have negotiated a successor agreement which includes the following major new contract terms:

- MOU term expires June 19, 2020
- Effective December 8, 2018, salary ranges will be adjusted by two percent (2%)
- Effective June 22, 2019, salary ranges will be adjusted by two percent (2%)
- One-time cash payments:
  - \$1,000 to career employees on December 18, 2018
  - \$1,000 to career employees on July 2, 2019
  - Confidential/Administrative (non-Exempt) and Confidential/Administrative (Exempt) employees who are employed in classifications within Representation Unit 10 as of October 2, 2018 and remain employed in a classification in Representation Unit 10 as of July 1, 2019, shall receive a one-time payment of \$3,000 on July 16, 2019
- Administrative Leave Time (ATO):
  - Eliminate ATO cash out provision for Confidential/Administrative employees (Exempt and non-Exempt)
  - Effective July 1, 2019, decrease the allotment of ATO hours for Confidential/Administrative (non-Exempt) employees from forty-four (44) to twenty-four (24) hours each fiscal year
  - Effective July 1, 2019, decrease the allotment of ATO hours for Confidential/Administrative (Exempt) employees from fifty-two (52) to twenty-four (24) hours each fiscal year
- Increase Bilingual Pay from \$40/month to \$50/month
- Notary Pay: expanded from Confidential/Administrative Unit only, to include Executive Management and Executive Management Support Units
- Probation period increased to twelve (12) months for Civil Service classifications
- Modernize schedule management for Exempt Management and Exempt Management Support Units

**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.

**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 agreement between the City and SCXEA, through June 19, 2020.

**Financial Considerations:** The FY2018/19 estimated cost of this contract is approximately \$2.05 million (Attachment 5). Funding for the FY2018/19 costs associated with this agreement requires the use of \$1.54 million in available fund balance in the General Fund and \$0.51 million from fund balance in the City's enterprise, special revenue and internal service funds. The total cost of the agreement over the two year term is approximately \$7.7 million (\$5.8 million General Fund).

**Local Business Enterprise (LBE):** Not applicable.