

City of Sacramento

Legislation Text

File #: 2019-01385, **Version:** 1

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