



File #: 2018-776, Version: 1

Report to Mayor and City Council

Wednesday, November 07, 2018

Discussion

SUBJECT:

ADOPTION OF RESOLUTION NO. 18-137 APPROVING THE TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) UNION, LOCAL 1017, FOR THE PERIOD OF JULY 1, 2016 THROUGH JUNE 30, 2021 (CITY COUNCIL)

I. SUMMARY

At the direction of the City Council, the City's negotiating team has met and conferred in good faith, as required by State law, with representatives of the American Federation of State, County and Municipal Employees (AFSCME) Union, Local 1017.

As a result of these meetings, individual agreements have been reached with the bargaining unit. In accordance with Government Code Section 3505.1, the attached Resolution No. 18-137 comprises the ratified Tentative Agreement for a Successor Memorandum of Understanding between the City and AFSCME, Local 1017, for the period of July 1, 2016 through June 30, 2021.

II. RECOMMENDATION

1. WAIVE further reading and Adopt Resolution No. 18-137, "RESOLUTION NO. 18-137 APPROVING THE TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) UNION, LOCAL 1017, FOR THE PERIOD OF JULY 1, 2016 to JUNE 30, 2021.

III. ALTERNATIVES

None. The deal points for this MOU were successfully negotiated at the direction of the City Council.

IV. BACKGROUND

Since September 2016, the City's negotiating team has been meeting and conferring with the American Federation of State, County and Municipal Employees (AFSCME) Union, Local 1017, on a successor Memorandum of Understanding (MOU). The most current MOU amendment between the City and AFSCME, Local 1017, expired on June 30, 2016. On September 4, 2018, the tentative agreement was reached.

The major deal points of the AFSCME, Local 1017, tentative agreement is as follows:

- **Successor MOU:** All terms and conditions of prior MOU to continue unless expressly modified or changed herein.
- **Term/duration:** July 1, 2016 through and including June 30, 2021.
- **Compensation:** Represented employees shall receive a three percent (3%) base salary increase to their pay ranges, effective the pay period for July 1, 2018. The attached salary tables for 2018, 2019 and 2020 are representative of the 3% COLA, rounded to a monthly amount and should not be considered exact.
- **Acting Duty Pay:** Language added to state that Unit members must meet the minimum qualifications of the job for the acting assignment and to Unit members. Also the language will state that Acting Duty assignments may last up to ninety (90) days, except for special circumstances as defined by the City Manager or his/her designee. Language added to determine when an Acting Unit member will receive

Acting Duty Pay during approved holidays and approved leaves.

- **Sick Leave:** Article IV, Section 2 is modified as follows effective upon City Council adoption of this Tentative Agreement: For Unit members hired after that date, they may only accrue a maximum of eleven hundred (1,100) hours of sick leave.

- **Annual Leave:** New accumulation rates apply to new Unit members hired after July 1, 2018, following this adoption:
 - 0-5 years - accrue 12.33 hours per month
 - 6-10 years - accrue 14.33 hours per month
 - 11 years + - accrue 17.66 hours per month

- **Bereavement Leave:** With this adoption, expand covered list of family members to include parents-in-law, brothers-in-law, sisters-in-law, sons-in-law and daughters-in-law.

This tentative agreement (deal points) was ratified by the AFSCME Union, Local 1017. As a result of this agreement, Resolution No. 18-137 is being presented to the City Council for approval.

The City's negotiating team appreciates the time and effort that the AFSCME Union, Local 1017, representatives have devoted to achieve these bargaining agreements. Staff also thanks the AFSCME Union, Local 1017, membership for ratifying the deal points and for their patience during these lengthy negotiations.

V. FISCAL IMPACT

The 3% salary increase is \$54,663.18.

The impact was included in the proposed FY18-19 budget.

VI. EXHIBITS

1. Resolution No. 18-137 (pgs 4-6)
2. Tentative Agreement - AFSCME, LOCAL 1017, (pgs 7-14)

Prepared by: Faye Moseley, Director of Human Resources and Risk Management