



## Legislation Text

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**File #:** 18-0470, **Version:** 1

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**TO:**

Honorable Mayor and Members of the City Council

**THROUGH:**

Bruce Moe, City Manager

**FROM:**

Christine Tomikawa, Interim Human Resources Director

**SUBJECT:**

Resolution No. 18-0146 Adopting the Memorandum of Understanding with the Manhattan Beach Part-Time Employee Association, Appropriate Prop A Funds and Approve Transfer from General Fund (Interim Human Resources Tomikawa).

- a) **ADOPT RESOLUTION NO. 18-0146**
- b) **APPROPRIATE PROP A FUNDS**
- c) **APPROVE TRANSFER FROM GENERAL FUND**

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**RECOMMENDATION:**

Staff recommends the City Council adopt Resolution No. 18-0146, adopting the attached Memorandum of Understanding (MOU) with the Manhattan Beach Part-Time Employee Association (MBPTEA), appropriate Prop A Funds and approve transfer from General Fund. City Council adoption will authorize the City Manager to execute the MOU and take the appropriate actions necessary to carry out its implementation.

**FISCAL IMPLICATIONS:**

The fiscal impacts for the MOU are \$32,628.08 which requires an additional budget appropriation in Fiscal Year 2018-2019 budget from the Proposition A Fund where the expenditures occur. Since the Proposition A Fund operates at a deficit, any budgetary changes also require an additional transfer from the General Fund unreserved fund balance. The amount includes salary increases and the associated retirement costs. Staff recommends the City Council appropriate \$32,628.08 from the Proposition A Fund and approve the transfer from the Unreserved General Fund balance to relieve the deficit. Staff is currently working on a funding plan to purchase additional Prop A Funds with the goal of reimbursing the Unreserved General Fund balance for this transaction.

**BACKGROUND:**

On February 16, 2018, the MBPTEA was recognized by the City to represent the Part-Time Transportation Services Operator unit. The unit consists of one Part-time classification with eight (8) incumbents that work anywhere between 18 to 32 hours a week. The Transportation Services Operator positions last received a salary increase in June 2010.

**DISCUSSION:**

In September 2018, representatives of MBPTEA and representatives of the City began meeting. After participating in the meet and confer process through two (2) collective bargaining meetings, the parties reached a tentative agreement on September 20, 2018. MBPTEA informed the City that their membership ratified the proposed MOU on October 3, 2018.

The following summarizes this initial MOU for MBPTEA:

1. MOU Contract Term for one year and one month - November 6, 2018 to December 31, 2019.
2. Salaries - Effective the beginning of the pay period that the terms of the MOU are ratified by MBPTEA, the salary schedule (listed at hourly rates of pay) for part-time Transportation Services Operator will be as follows:
  - Step A - \$23.63
  - Step B - \$26.06
  - Step C - \$27.35
3. Employees who qualify for CalPERS retirement hired prior to January 1, 2013, will be responsible for paying the 7% of the employee contribution CalPERS retirement.
4. The City will continue to provide Federal and State required benefits for incumbents covered by the MOU.

**PUBLIC OUTREACH/INTEREST:**

After analysis, staff determined that public outreach was not required for this issue.

**LEGAL REVIEW**

The City Attorney has reviewed this report and determined that no additional legal analysis is necessary.

**Attachments:**

1. Resolution No. 18- 0146
2. MOU - Manhattan Beach Part-Time Employee Association (2018-2019)