



## Legislation Text

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**File #:** 19-0126, **Version:** 1

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**TO:**

Honorable Mayor and Members of the City Council

**THROUGH:**

Bruce Moe, City Manager

**FROM:**

Lisa Jenkins, Human Resources Director

**SUBJECT:**

Consider Approving a Memorandum of Understanding Between the City of Manhattan Beach and California Teamsters Local 911 (Human Resources Director Jenkins).

**ADOPT RESOLUTION NO. 19-0025**

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**RECOMMENDATION:**

It is recommended that the City Council adopt Resolution No. 19-0025 approving the Memorandum of Understanding (MOU) between the City of Manhattan Beach and California Teamsters Local 911 (Teamsters).

**FISCAL IMPLICATIONS:**

The cost of the Teamsters MOU is \$45,240,911 over the term of the 3-year MOU, which includes an increase of \$1,338,402 over the three years. The MOU represents an approximately 6% increase over the term of the 3-year MOU.

**BACKGROUND:**

California Teamsters Local 911 (Teamsters) represents employees in the City of Manhattan beach in certain non-sworn professional, technical, and administrative positions. There are currently 145 authorized positions represented by the Teamsters.

**DISCUSSION:**

The last Memoranda of Understanding (MOU) between the City and the Teamsters was a three year agreement that expired on December 31, 2018. Representatives of the Association and the City, having met and conferred in good faith from October 2018 through February 2019, have agreed to the terms found in the attached MOU.

Teamsters represents many employees at City Hall and as a result of this agreement, City Hall will be open Monday through Friday every week, with employees working a 9/80 schedule (80 hours over 9 days with an "off" day every other week) with alternating Fridays off.

The following summarizes significant terms of the negotiated MOU's recommended for City Council approval:

### 1) Term of Agreement

- January 1, 2019 - December 31, 2021

### 2) Salary

- Effective in the pay period following City Council adoption of the MOU: 2%
- Effective in the pay period that includes January 1, 2020: 1.56%
- Effective in the pay period that includes January 1, 2021: 1.72%

### 3) Work Schedule

- City Hall will be open Monday through Friday of every week by way of employees working a 9/80 schedule with alternating Fridays off.
- The City will have a reopener in the contract to negotiate work schedules, beginning as early as October 1, 2019.

### 4) Floating Holiday Pay

- Beginning in the second year of the MOU, add 10 hours of Floating Holiday per employee.

### 5) Vacation Leave

- Change in structure of the vacation accrual tiers and an increase to the vacation accrual cap based upon years of service.

### 6) Other

- Beginning in the third year of MOU, increase standby pay by \$50 per week.
- Beginning in the third year of MOU, increase specialty assignment pay within the Police Department by \$50 - \$100 per month.

### 7) General

- Reorganization of articles and sections.
- Clarifying language to improve the ease of understanding and/or administration of MOU provisions.
- Corrections or revisions to language in existing contract terms.
- Memorialization of procedures and practices not previously contained in the MOU.
- Administrative changes related to payments for ease of administration.
- Removal of language no longer applicable or out of date and addition of new language based upon current laws or regulations.

### **POLICY ALTERNATIVES**

In compliance with the Myers-Milias-Brown Act (MMBA), the City has provided authority and direction to its negotiators who have met and conferred with representatives from the Teamsters in reaching the terms of this agreement. There are no policy alternatives to meeting and conferring with the designated employee representatives. The proposed action is consistent with direction provided to staff.

### **LEGAL REVIEW**

Special Counsel has approved the MOU as to form.

### **Attachments:**

1. Resolution No. 19-0025
2. Teamsters MOU (Final Version)
3. Teamsters MOU (Strikethrough Version)