



Legislation Text

File #: 19-0446, **Version:** 1

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 Manhattan Beach Part-Time Employees Association (Human Resources Director Jenkins).

ADOPT RESOLUTION NO. 19-0105

RECOMMENDATION:

Staff recommends that the City Council adopt Resolution No. 19-0105 approving the Memorandum of Understanding (MOU) between the City of Manhattan Beach and Manhattan Beach Part-Time Employees Association (MBPTEA).

FISCAL IMPLICATIONS:

The cost of the MBPTEA MOU is \$624,639 over the 2-year and one month term, which includes a total increase of \$26,660. The MOU represents an approximately 5.4% increase over the term of the 2-year and one month MOU.

BACKGROUND:

Manhattan Beach Part-Time Employees Association (MBPTEA) represents part-time employees in the City of Manhattan Beach in the classification of Transportation Services Operator (Dial-a-Ride Drivers).

DISCUSSION:

The last Memorandum of Understanding (MOU) between the City and the MBPTEA was a one-year agreement that will expire on December 31, 2019. Representatives of the Association and the City, having met and conferred in good faith on October 7, 2019, and October 29, 2019, have agreed to the terms found in the attached MOU.

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

1. Term of Agreement

- November 23, 2019 - December 31, 2021

2. Salary

- Effective beginning of the pay period following that the terms of the MOU are ratified by MBPTEA (November 23, 2019): 2%
- Effective the beginning of the pay period following January 1, 2020: 1.56%
- Effective the beginning of the pay period following January 1, 2021: 1.72%

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 MBPTEA 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.

PUBLIC OUTREACH:

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.

Special Counsel has approved the MOU as to form.

ATTACHMENTS:

1. Resolution No. 19-0105
2. MBPTEA MOU (Final Version)
3. MBPTEA MOU (Strikethrough Version)