



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: November 7, 2023

DEPARTMENT: ADMINISTRATION

FROM: Jim Pia, Interim City Manager

BY: Che Johnson, Attorney, Liebert, Cassidy & Whitmore
Marina Horta-Gallegos, Human Resources Director
Katie Hogan, Assistant City Attorney

TITLE: MEMORANDA OF UNDERSTANDING FOR SERVICE
EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 521
(SALINAS MUNICIPAL EMPLOYEES ASSOCIATION (SMEA),
BLUE COLLAR, AND CREW SUPERVISORS) AND ASSOCIATION
OF MANAGEMENT PERSONNEL OF SALINAS (AMPS);
MODIFICATION TO CLASSIFICATION – SALARY SCHEDULE

RECOMMENDED MOTIONS:

A motion authorizing the Interim City Manager to sign the Memorandum of Understanding with the Association of Management Personnel of Salinas (AMPS), for a term ending on June 30, 2026, and approving modification to the Classification – Salary Schedule for the wage adjustments; and

A motion authorizing the Interim City Manager to sign the Memoranda of Understanding with the bargaining units represented by the Service Employees International Union, Local 521 (Salinas Municipal Employees Association (SMEA), Blue Collar, and Crew Supervisors), for a term ending on December 31, 2026, subject to ratification by SEIU members.

RECOMMENDATION:

It is recommended that the City Council approve Resolutions authorizing the Interim City Manager to sign a new Memorandum of Understanding with AMPS, as well as new Memoranda of Understanding with bargaining units represented by SEIU Local 521 (SMEA, Blue Collar, and Crew Supervisors), and authorizing modification to the Classification – Salary Schedule.

EXECUTIVE SUMMARY-AMPS:

The Memorandum of Understanding (MOU) between the City and AMPS expired on June 30, 2023. Representatives of the City and AMPS met and conferred in good faith through the collective bargaining process and have reached a tentative agreement on the terms of a new MOU consistent with City Council direction. The attached MOU between the City and AMPS is the result of several

months of good faith negotiations between the parties. Highlights of the MOU changes include the following:

- Term: July 2023 through June 2026
- Wages: 6% salary increase effective after approval (November 13, 2023); 4% increase effective in July 2024; 2% increase effective in July 2025
- Off Salary Schedule Payment: \$1,200 (for members in unit as of 10/11/23)
- Supervisor Premium: 2.5% rolled into base pay for qualifying positions (premium eliminated)
- Education Incentive: Restore for new members
- Professional Development: Restore for new members
- Holidays: Add Cesar Chavez Day (March 31) and Juneteenth (June 19)
- Health: Revised premium cost sharing on health benefits (phase in increased employee contribution)
- Annual Leave: Increase accrual cap from 672 to 700 hours
- Other Terms: Language/process clean-up

EXECUTIVE SUMMARY-SEIU, Local 521/SMEA/Blue Collar/Crew Supervisors:

The Memoranda of Understanding between the City and the SEIU expired on June 30, 2023. Representatives of the City and SEIU met and conferred in good faith through the collective bargaining process and have reached a tentative agreement on the terms of a new MOU for each unit consistent with City Council direction. The attached tentative agreement between the City and SEIU Local 521 is the result of several months of good faith negotiations between the parties. The agreement is subject to ratification by SEIU members. Highlights of the proposed MOU changes include the following:

- Term: July 2023 through December 2026
- Wages: 6% salary increase effective after approval (November 13, 2023); 4% increase effective in July 2024; 3% increase effective in July 2025
- Off Salary Schedule Payment: \$1,500 (for members in unit as of 10/11/23)
- Additional increase of 2.5% (Jan. 2024) for positions at least 15% below market based on total compensation
- Holidays: Add Cesar Chavez Day (March 31) and Juneteenth (June 19)
- Other Terms: Language/process clean-up

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

STRATEGIC PLAN INITIATIVE:

The proposed action meets the Effective and Culturally Responsive Government Council goal within the 2022-2025 Strategic Plan.

FISCAL AND SUSTAINABILITY IMPACT:

The projected cumulative cost of the AMPS adjustments over three years, totals approximately \$1.9 million. The projected cumulative cost of the adjustments for the SMEA, Blue Collar, and Crew Supervisors units is approximately \$3.0 million.

ATTACHMENTS:

Resolutions

Tentative Agreement with AMPS

Memorandum of Understanding with AMPS

Tentative Agreement with SEIU Local 521 (SMEA, Blue Collar, and Crew Supervisors)

Classification – Salary Schedule

RESOLUTION NO. _____ (N.C.S.)

A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING FOR THE ASSOCIATION OF MANAGEMENT PERSONNEL OF SALINAS AND AUTHORIZING THE INTERIM CITY MANAGER TO SIGN THE MEMORANDUM OF UNDERSTANDING AND AUTHORIZING MODIFICATION TO THE CLASSIFICATION – SALARY SCHEDULE

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Interim City Manager is hereby authorized and directed for and on behalf of the City of Salinas to sign the Memorandum of Understanding for the Association of Management Personnel of Salinas, for a term through June 30, 2026, and authorizing the corresponding modification to the Classification – Salary Schedule.

APPROVED this 7th day of November 2023, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Kimbley Craig, Mayor

ATTEST:

Patricia Barajas, City Clerk

RESOLUTION NO. _____ (N.C.S.)

A RESOLUTION APPROVING THE MEMORANDA OF UNDERSTANDING FOR THE SALINAS MUNICIPAL EMPLOYEES ASSOCIATION, BLUE COLLAR UNIT, AND CREW SUPERVISORS UNIT AND AUTHORIZING THE INTERIM CITY MANAGER TO SIGN EACH MEMORANDUM OF UNDERSTANDING AND AUTHORIZING MODIFICATION TO THE CLASSIFICATION – SALARY SCHEDULE

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Interim City Manager is hereby authorized and directed for and on behalf of the City of Salinas to sign the Memoranda of Understanding for the bargaining units represented by Service Employees International Union, Local 521 (Salinas Municipal Employees Association, Blue Collar, and Crew Supervisors), for a term through December 2026, and authorizing the corresponding modification to the Classification – Salary Schedule.

APPROVED this 7th day of November 2023, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Kimbley Craig, Mayor

ATTEST:

Patricia Barajas, City Clerk