CITY OF SALINAS
COUNCIL STAFF REPORT

DATE: **October 4, 2022**

DEPARTMENT: **HUMAN RESOURCES DEPARTMENT**

FROM: **Marina Horta-Gallegos, Human Resources Director**

TITLE: **SIDE LETTER AGREEMENT BETWEEN SEIU LOCAL 521 BLUE COLLAR UNIT AND THE CITY OF SALINAS**

RECOMMENDED MOTION:

A motion to approve a Resolution authorizing the City Manager to execute and implement a Side Letter Agreement with Service Employees International Union Local 521 Blue Collar Unit to modify section 6 of the Memorandum of Understanding to include a training premium of five percent (5%). Effective 10/4/2022, the City shall pay five percent (5%) toward base pay for employees approved to train new commercial drivers consistent with the side letter agreement.

RECOMMENDATION:

Staff recommends authorization be provided to the City Manager to execute and implement the Side Letter Agreement between Service Employees International Union Local 521 Blue Collar Unit and the City.

BACKGROUND:

Effective February 7, 2022, the Federal Motor Carrier Safety Administration (FMCSA) has established new training requirements for new commercial drivers. In addition to the federal requirements, the Department of Motor Vehicles (DMV) now requires 15 hours of behind-the-wheel training. New drivers will be unable to participate in the DMV's behind-the-wheel commercial driver's license exam until new requirements are met.

Limited training options are currently available. The Human Resources Department conducted extensive research into training opportunities that comply with the new FMSCA and DMV requirements and has developed a "train-the-trainer" program through J.J. Keller & Associates, a well-known Department of Transportation safety and compliance source. The training program includes incumbent employees undergoing a training to become trainers for our new commercial drivers.

The City has met and conferred with SEIU to discuss and develop a training program that conforms to the new requirements. The intended program includes four incumbent commercial drivers

undergoing training and becoming commercial driver trainers at a premium of five percent (5%) of base premium for the time involved training.

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.

DEPARTMENTAL COORDINATION:

The Human Resources Department and Public Works Department coordinated in development of this program.

FISCAL AND SUSTAINABILITY IMPACT:

The Side Letter Agreement will result in an expenditure of approximately five percent (5%) of base pay for each commercial driver trainer consistent with the side letter agreement. The cost of the additional pay can be absorbed in the current Department budget.

ATTACHMENTS:

Side Letter Agreement