



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: April 18, 2017

DEPARTMENT: ADMINISTRATION

FROM: Ray E. Corpuz, Jr., City Manager

BY: Marina Horta-Gallegos, Human Resources Officer
Donna Williamson, Attorney, Liebert, Cassidy & Whitmore
Katie Hogan, Sr. Deputy City Attorney

TITLE: MEMORANDA OF UNDERSTANDING FOR SMEA,
SEIU LOCAL 521 BLUE COLLAR AND CREW SUPERVISORS
UNITS

RECOMMENDED MOTION:

A motion authorizing the City Manager to sign new Memoranda of Understanding (MOU) between the City of Salinas and the Salinas Municipal Employees Association (SMEA); the Service Employees International Union, Local 521, Blue Collar Unit (SEIU); and the SEIU Local 521 Crew Supervisors Unit, for three-year terms through April 30, 2020.

RECOMMENDATION:

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign Memoranda of Understanding between the City of Salinas and SMEA, SEIU Local 521 Blue Collar Unit, and the SEIU Local 521 Crew Supervisors Unit.

EXECUTIVE SUMMARY:

The City and SMEA, SEIU Local 521, Blue Collar and Crew Supervisor Units, have been negotiating for a successor agreement since the Fall of 2016. These units combined include approximately 215 City employees. The attached proposed MOUs are the result of successful negotiations between the parties. These employee units have ratified the tentative agreements between the parties and the City's negotiating team recommends that the City Council act to affirm the MOUs at this meeting.

BACKGROUND:

The previous/existing MOUs between the City of Salinas and these labor units expired on December 31, 2016. The attached MOUs are the result of months of negotiations between the parties. Some highlights of the MOU changes include the following:

- Term through April 30, 2020

- A 2.5% salary increase for each year of the three year agreement (SMEA and Blue Collar) effective beginning in the first full pay period following City Council approval
- A 3.5% salary increase for each year of the three year agreement (Crew Supervisors) effective beginning in the first full pay period following approval
- A \$2,000 one-time payment for SMEA and Blue Collar units
- A \$2,500 one-time payment for Crew Supervisors
- Cost sharing language on health benefits beginning in December 2019
- Educational incentive pay for obtaining certifications

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). In addition, CEQA Guidelines Section 15061 includes the general rule that CEQA applies only to activities which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. Because the proposed action and this matter have no potential to cause any effect on the environment, or because it falls within a category of activities excluded as projects pursuant to CEQA Guidelines section 15378, this matter is not a project. Because the matter does not cause a direct or foreseeable indirect physical change on or in the environment, this matter is not a project.

STRATEGIC PLAN INITIATIVE:

These employee agreements assist the City in striving for the goal of an Effective, Sustainable Government.

FISCAL AND SUSTAINABILITY IMPACT:

Taken together, the fiscal impact of these MOUs and previous MOUs approved by Council will require fiscal discipline and budget adjustments in the fiscal years ahead. The projected cumulative total of these three MOUs, including base salary and pay adjustments, is approximately \$3,386,300 million through 2020.

ATTACHMENTS:

Resolution
 SMEA MOU (upon completion)
 SEIU Local 521 Crew Supervisors MOU (upon completion)
 SEIU Local 521 Blue Collar Unit MOU (upon completion)

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

**A RESOLUTION APPROVING THE MEMORANDA OF UNDERSTANDING
BETWEEN THE CITY OF SALINAS THE SALINAS MUNICIPAL EMPLOYEES
ASSOCIATION, AND THE SERVICE EMPLOYEE'S INTERNATIONAL UNION,
LOCAL 521 (CREW SUPERVISORS AND BLUE COLLAR UNITS) FOR A TERM
ENDING APRIL 30, 2020 AND AUTHORIZING THE CITY MANAGER TO EXECUTE
THE MOUS ON BEHALF OF THE CITY**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the City Manager is hereby authorized and directed for and on behalf of the City of Salinas to execute the attached Memoranda of Understanding between the City of Salinas and the Salinas Municipal Employees Association and the Service Employee's International Union, Local 521 Crew Supervisors and Blue Collar Units, for a term through April 30, 2020.

PASSED AND ADOPTED this 18th day of April 2017, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk