

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to revised amendments to the Memorandum of Understanding (MOU) for the Equipment Operation and Labor Employees Representation Unit (MOU 4).

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. APPROVE Amendments No. 2 and No. 3 to the MOU with Service Employees International Unit, Local 721, for the Equipment Operation and Labor Employees Representation Unit (MOU 4).
2. AUTHORIZE the City Administrative Officer (CAO) and City Controller to correct any clerical errors in the MOU, or if approved by the City Attorney, any technical errors.

Fiscal Impact Statement: The CAO reports that Amendment No. 2 affects approximately 70 full-time and 43 part-time employees currently employed in the Vocational Worker classification at a salary rate less than \$15 per hour. Increasing the salaries of these employees to at least \$15 per hour will have an annual General Fund impact of approximately \$300,000.

Amendment No. 3 allows for the annual issuance of five sets of uniforms and a biweekly maintenance fee at \$1,475 per employee. The total annual cost for 37 employees will be approximately \$54,600 per year. There is no General Fund impact as funding will be provided by the Solid Waste Resource Revenue Fund.

Community Impact Statement: None submitted.

Summary:

On April 18, 2018, your Committee considered a March 30, 2018 CAO report relative to revised amendments to the MOU for the Equipment Operation and Labor Employees Representation Unit (MOU 4). According the CAO, on June 9, 2017, the Executive Employee Relations Committee instructed the CAO to negotiate salary adjustments for the Vocational Worker classification. The starting salary for Vocational Workers was authorized at \$13.32 per hour. However, with the creation of the Targeted Local Hire Program (TLHP), the trainee in this same classification makes at least \$15.00 per hour, thereby creating a disparity within the job classification.

Amendment No. 2 to the MOU corrects the salary disparity that was created between Vocational Workers hired through the TLHP and traditional hiring, ensuring that employees hired outside of the TLHP will receive a salary of at least \$15 per hour. Amendment No. 3 to the MOU allows for certain classifications employed in the Solid Resources Processing and Construction Division (SRPCD) at the Bureau of Sanitation (BOS) to receive an annual uniform allowance for five sets of clothing. These uniforms are now required by BOS for approximately 37 SRPCD employees who work with trash, contaminants, and/or soil, and have daily interactions with the general public. The uniform allowance will also include a \$35 biweekly allowance for cleaning, maintaining, and replacing such uniforms.

After consideration and having provided an opportunity for public comment, the Committee

moved to recommend approval of Amendments No. 2 and 3 as detailed in the CAO report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
PRICE:	YES
ENGLANDER:	ABSENT

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4/18/18

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