

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to 2013-16 Memoranda of Understanding (MOU) with the Engineers and Architects Association (EAA) for MOUs 1, 19, 20, and 21.

Recommendations for Council action:

1. APPROVE the 2013-16 MOU for EAA bargaining units 1, 19, 20, and 21.
2. AUTHORIZE the City Administrative Officer (CAO) and the 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 implementation of the provisions of MOUs 1, 19, 20, and 21 would result in an ongoing financial obligation of \$16.2 million to the General Fund. Active employee health care contributions of ten percent of premium will result in an annual savings of \$5.3 million with further savings from lowering entry level salaries, narrowing step movement, and implementing other adjustments in the revised salary stem structure.

Community Impact Statement: None submitted.

Council may recess to Closed Session, pursuant to Government Code Section 54957.6 regarding providing bargaining instructions to the City's representative in the conduct of labor negotiations.

Summary:

On April 8, 2014, your Committee considered a March 28, 2014 CAO report relative to the 2013-16 MOU with EAA for MOUs 1, 19, 20, and 21. According to the CAO, in accordance with Executive Employee Relations Committee instructions, agreement on the following MOUs have been reached:

- MOU 1 Administrative Unit
- MOU 19 Supervisory Technical Unit
- MOU 20 Supervisory Administrative Unit
- MOU 21 Technical Rank and File Unit

The MOU is for a three-year period from July 2, 2013 through June 30, 2016. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the above listed MOUs. 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
O'FARRELL:	YES
FUENTES:	ABSENT

ARL
4/8/14

-NOT OFFICIAL UNTIL COUNCIL ACTS-