

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the 2019-22 successor Memoranda of Understanding (MOUs) with the Engineers and Architects Association (EAA) for MOUs 1, 19, 20, and 21.

Recommendations for Council action:

1. APPROVE the 2019-22 successor MOUs for EAA bargaining units 1, 19, 20, and 21, attached to the Council file.
2. AUTHORIZE the City Administrative Officer (CAO) and Controller to correct any clerical errors or necessary technical corrections subsequent to City Council approval.

Fiscal Impact Statement: The CAO reports that the fiscal impact of the immediate and ongoing costs related to the implementation of these contracts is \$87.8 million over the term of the contracts. This includes general wage adjustments with a cost of \$73.9 million over the term of the contracts, proposed special adjustments with an annual cost of \$5.6 million, the elimination of the health care contribution with an annual cost of approximately \$5.9 million, and salary restructuring from 15 to 12 steps with an annual cost of approximately \$2.4 million.

Community Impact Statement: None submitted.

Summary:

On August 21, 2019, your Committee considered an August 14, 2019 CAO report relative to the 2019-22 successor MOUs with EAA for MOUs 1, 19, 20, and 21. According to the CAO, in accordance with Executive Employee Relations Committee instructions, tentative agreements have been ratified by the bargaining unit members. The key provisions of the agreements are as follows:

1. Term- Three years (June 23, 2019 - June 30, 2022)
2. Cash Payment- One-time cash payment equal to 1.4 percent of base salary on December 13, 2019.
3. General Base Wage Movement- The general base wage movement is agreed upon as follows:
 - a. 2.75 percent effective January 19, 2020
 - b. 2.00 percent effective January 31, 2021
 - c. 2.00 percent effective January 30, 2022
 - d. 1.50 percent effective June 19, 2022
4. Salary Structure Change- Conversion from a 15-Step Salary Structure to a 12-Step Salary Structure.

5. 10 Percent Employee Contribution to Monthly Health Care Premiums- Effective January 1, 2020 elimination of the 10 percent employee contributions toward monthly health care premiums.
6. Family Illness- Permit employees to use 75 percent sick time for Family Illness only after exhausting 100 percent sick time.
7. FMLA Bonding Leave- Parents who both work for the City may each individually take up to four months each for Family and Medical Leave bonding time.
8. Vacation Accumulation Limit- Increase the current vacation accrual limit from two to three years effective September 1, 2019.
9. Overtime- Overtime to be based on hours compensation in alignment with other civilian MOUs.
10. Several articles updated to comply with new legislation including Payroll Deduction and Dues (formerly Agency Shop), Sick Time, and Unit Membership List.
11. Holiday Pay- For calendar year 2020 only, one additional unspecified holiday.

After further consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the MOUs as detailed in the CAO report and the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



MEMBER VOTE

KORETZ: YES
SMITH: ABSENT
PRICE: YES

ARL
8/21/19

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