



## Legislation Text

File #: 2023-0456, Version: 1

### Report to Mayor and City Council

Wednesday, July 05, 2023

Consent

#### SUBJECT:

**CONSIDER APPROVING MULTIPLE RESOLUTIONS APPROVING UPDATED SUCCESSOR MEMORANDUMS OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) UNION, LOCAL 1017, THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) UNION, LOCAL 809, THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION - SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721, AND THE ASSOCIATION OF MANAGEMENT EMPLOYEES, AME (CITY COUNCIL)**

#### I. SUMMARY

The City Council previously approved the Tentative Agreements and the Successor Memorandums of Understanding (MOUs) between the City of Carson and the **the American Federation of State, County and Municipal Employees (AFSCME) Union, Local 1017, the American Federation of State, County and Municipal Employees (AFSCME) Union, Local 809, the Carson Professionals and Supervisors Association - Service Employees International Union, Local 721, and the Association of Management Employees, (AME)** by Resolution Nos. 22-224, 22-225, 22-226 and 22-227 on November 1, 2022, which also directed the party to prepare the final successor MOUs.

At the direction of the City Council, the City's negotiating team has met and conferred in good faith, as required by State law, with representatives of all four bargaining units to finalize and present to City Council the successor Full-Time MOUs for 2021-2024 in accordance with the approved Tentative Agreement. The attached resolutions are being presented for final approval.

#### II. RECOMMENDATION

1. CONSIDER RESOLUTION NO. 23-115, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, **APPROVING THE UPDATED SUCCESSOR**

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) UNION, LOCAL 1017, FOR THE PERIOD OF JULY 1, 2021 to JUNE 30, 2024.”**

2. CONSIDER RESOLUTION NO. 23-116, “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, **APPROVING THE UPDATED SUCCESSOR MEMORANDUM THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) UNION, LOCAL 809**, FOR THE PERIOD OF JULY 1, 2021 to JUNE 30, 2024
  
3. CONSIDER RESOLUTION NO. 23-117, “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, **APPROVING THE UPDATED SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION - SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**, FOR THE PERIOD OF JULY 1, 2021 to JUNE 30, 2024.”
  
4. CONSIDER RESOLUTION NO. 23-118, “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, **APPROVING THE UPDATED SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND ASSOCIATION OF MANAGEMENT EMPLOYEES, AME**, FOR THE PERIOD OF JULY 1, 2021 to JUNE 30, 2024.”

### **III. ALTERNATIVES**

Take any action deemed appropriate.

### **IV. BACKGROUND**

The previous Memorandum of Understandings between the City of Carson and all four full time employee bargaining units expired on June 30, 2021. The parties began negotiating the successor MOUs in August 2022, reaching Tentative Agreements that were approved by City Council on October 18, 2022, which also directed the parties to prepare successor MOUs consistent with the terms of the Tentative Agreements.

The successor MOUs were prepared as directed and were brought to City Council for approval on November 1, 2022, through Resolution Nos. 22-224. All four resolutions were approved on the abovementioned date by City Council. Staff was directed by City Council

to obtain signatures in final form of the MOUs. City Council approved two of the final executed MOUs on May 23, 2023. At this time, staff is presenting one of the remaining two final executed MOUs for City Council approval.

The labor relations representatives of the City and the bargaining units have prepared successor MOUs for the period of 2021-24 that is consistent with the previous Full-Time MOUs and the deal points approved by the parties and City Council as part of the Tentative Agreements for Successor Memorandums of Understanding. The final MOU with the respective salary tables is being presented to City Council for filing and posting to the City's website.

The salary table were revised from 2021 to 2023 to capture percentage points of loss or gain to the salary amounts. Some employees are due retro pay as a result of this update to the tables. This update will prohibit such calculation fluctuations in the future.

## **V. FISCAL IMPACT**

Finance has completed analysis on retro due to salary table edits. The amount of \$185,405.31 is the total impact No budget resolution is attached to staff report since the FY 23-24 budget was just adopted. However Finance will monitor the operational budget and reassess at mid year if additional funding is warranted.

## **VI. EXHIBITS**

1. Resolution No. 23-115
2. Resolution No. 23-116
3. Resolution No. 23-117
4. Resolution No. 23-118

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