



# CITY OF CARSON

## Legislation Text

File #: 2021-511, Version: 1

### Report to Mayor and City Council

Tuesday, June 22, 2021

Consent

#### **SUBJECT:**

**CONSIDER THE ADOPTION OF RESOLUTION NO. 21-085 APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION (CPSA) REPRESENTING THE PROFESSIONAL EMPLOYEES BARGAINING UNIT AND THE SUPERVISORY EMPLOYEES BARGAINING UNIT OF THE CITY OF CARSON FOR THE PERIOD OF JANUARY 1, 2017 THROUGH JUNE 30, 2021 (CITY COUNCIL)**

#### **I. SUMMARY**

The City Council previously approved the Amended & Restated Tentative Agreement for a Successor Memorandum of Understanding between the City of Carson and the Carson Professionals and Supervisors Association by Resolution No. 19-016 dated January 8, 2019, which also directed the parties to prepare a successor MOU consistent with the terms of the Amended Tentative Agreement. (Exhibit No. 1.)

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 the Carson Professionals and Supervisors Association (CPSA) to draft and present to City Council the successor CPSA MOU 2017-2021. The attached Resolution No. 21-085 (Exhibit No. 2) is being presented for approval of the proposed CPSA MOU 2017-21, which comprises the executed Memorandum of Understanding (MOU) between the City and CPSA for the period of January 1, 2017 through June 30, 2021.

#### **II. RECOMMENDATION**

WAIVE further reading and ADOPT Resolution No. 21-085, " A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION (CPSA)

REPRESENTING THE PROFESSIONAL EMPLOYEES BARGAINING UNIT AND THE SUPERVISORY EMPLOYEES BARGAINING UNIT OF THE CITY OF CARSON FOR THE PERIOD OF JANUARY 1, 2017 THROUGH JUNE 30, 2021.”

### **III. ALTERNATIVES**

None. The deal points of this successor MOU were previously approved by City Council in Resolution No. 18-080 dated June 19, 2018 and Resolution No. 19-016 dated January 8, 2019.

### **IV. BACKGROUND**

The previous Memorandum of Understanding between the City of Carson and the Carson Professionals and Supervisors Association and the Amendment No. 1 thereto, expired on December 31, 2016. The parties began negotiating the successor MOU in September 2016, reaching a Tentative Agreement that was approved by City Council on June 19, 2018. Thereafter, CPSA proposed a fifth (5th) year on the contract term of the successor MOU - in exchange for 3% COLA in year 5 and fixed COLAs in year 3 and 4, which the City accepted and resulted in an Amended & Restated Tentative Agreement. The City Council approved the Amended & Restated Tentative Agreement for a Successor Memorandum of Understanding between the City of Carson and the CPSA by Resolution No. 19-016 dated January 8, 2019, which also directed the parties to prepare a successor MOU consistent with the terms of the Amended Tentative Agreement.

The labor relations representatives of the City and the CPSA have prepared a successor CPSA MOU 2017-21 that is consistent with the Amended & Restated Tentative Agreement for a Successor Memorandum of Understanding Between the City of Carson and the Carson Professionals and Supervisors Association by Resolution No. 19-016 dated January 8, 2019. It is being presented to City Council through the attached Resolution No. 21-085 for approval, adoption, and implementation.

The City's negotiating team appreciates the time and effort that the CPSA representatives have devoted to achieving this collective bargaining agreement. Staff also thanks the CPSA membership for ratifying the Tentative Agreement and Amended Tentative Agreement deal points and for their patience during this unusually lengthy process to get an approved successor CPSA MOU.

### **V. FISCAL IMPACT**

CPSA received 3% COLAs for FY 2018/19, 2019/20, and 2020/21 along with other enhanced and/reduced benefits, which have already been received in accordance with the adoption and implementation of the Amended & Restated Tentative Agreement for a Successor Memorandum of Understanding Between the City of Carson and the Carson Professionals and Supervisors Association by Resolution No. 19-016 dated January 8,

2019.

## **VI. EXHIBITS**

1. Resolution No. 21-085 and Exhibit Resolution No. 19-016 (pgs. 4-14)
2. CPSA MOU 2017-2021 and Executed Signature Page (pgs. 15-67)
3. CPSA MOU 2017-2021 Salary Schedules (pgs. 68-73)

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