



## Legislation Details (With Text)

**File #:** 2018-871      **Version:** 1      **Name:**  
**Type:** Consent      **Status:** Agenda Ready  
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**On agenda:** 1/8/2019      **Final action:**  
**Title:** ADOPTION OF RESOLUTION NO. 19-016 APPROVING THE AMENDED & RESTATED TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION (CPSA) AND THE ADOPTION OF RESOLUTION NO. 19-019 APPROVING THE AMENDED & RESTATED TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE ASSOCIATION OF MANAGEMENT EMPLOYEES (AME) FOR THE PERIOD OF JANUARY 1, 2017 - JUNE 30, 2021 (CITY COUNCIL)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Exhibit 1 - Resolution Nos. 19-016 and 19-019, 2. Exhibit 2 - Tentative Agreement CPSA, 3. Exhibit 3 - Tentative Agreement AME, 4. Exhibit 4 - Resolution Nos. 18-080 and 18-081

Date	Ver.	Action By	Action	Result
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## Report to Mayor and City Council

Tuesday, January 08, 2019

Consent

### SUBJECT:

ADOPTION OF RESOLUTION NO. 19-016 APPROVING THE AMENDED & RESTATED TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION (CPSA) AND THE ADOPTION OF RESOLUTION NO. 19-019 APPROVING THE AMENDED & RESTATED TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE ASSOCIATION OF MANAGEMENT EMPLOYEES (AME) FOR THE PERIOD OF JANUARY 1, 2017 - JUNE 30, 2021 (CITY COUNCIL)

### I. SUMMARY

Tentative Agreements for Successor Memorandum of Understanding (Deal Points) between the City of Carson and the Carson Professionals and Supervisor Association (CPSA) and the Association of Management Employees (AME) were reached in June of

2018. Subsequently, tentative agreements were reached with other employee organizations, which had more favorable COLAs and a longer term. In order to maintain parity amongst City employees, staff recommends that CPSA and AME members receive the same salary COLA percentage increase and contract years as the subsequent employee organizations received.

## **II. RECOMMENDATION**

WAIVE further reading and ADOPT Resolution No. 19-016, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE AMENDED & RESTATED TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION (CPSA)" AND

WAIVE further reading and ADOPT Resolution No. 19-019, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE AMENDED & RESTATED TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL PONTs) BETWEEN THE CITY OF CARSON AND THE ASSOCIATION OF MANAGEMENT EMPLOYEES (AME) FOR THE PERIOD OF JANUARY 1, 2017 - JUNE 30, 2021"

## **III. ALTERNATIVES**

TAKE any other action deemed appropriate.

## **IV. BACKGROUND**

The City of Carson and the Carson Professionals and Supervisors Association (CPSA) and the Association of Management Employees (AME) had been negotiating for a successor memorandum of understanding since 2016. They finalized negotiations and reached Tentative Agreements for Successor Memorandum of Understanding (Deal Points) (Exhibit 2 and 3), which were approved and adopted by City Council via Resolution Nos. 18-080 and 18-081 (Exhibit 4) on June 19, 2018. Cost of living increases were a part of the agreement with a 2% increase for two years. CPSA and AME represented employees' salaries were increased accordingly in July of 2018.

After the remaining employee organizations and non-represented staff negotiated their labor agreements, it became apparent that the subsequent agreement cost of living adjustments (COLAs) were greater than that offered to either CPSA or AME. CPSA and AME representatives and members, as well as City management recognized this disparity.

To rectify this matter, have parity among bargaining groups and maintain good employee morale, Staff recommends that CPSA and AME receive the same or similar contract length and COLAs as offered to the other employee organizations. This includes a 4.5 year contract covering January 1, 2017 to June 30, 2021, with 3% COLA increases to base salaries for years 3-5.

## **V. FISCAL IMPACT**

The additional 1% increase for both CPSA and AME is \$84,892 for FY 2018-2019.

AME: \$24,565

CPSA: \$60,327

Total: \$84,892

## **VI. EXHIBITS**

1. Resolution Nos. 19-016 and 19-019 (pg. 4 - 9)
2. Tentative Agreement for Successor Memorandum of Understanding (Deal Points) CPSA (pgs. 10 - 84)
3. Tentative Agreement for Successor Memorandum of Understanding (Deal Points) AME (pgs. 85 - 94)
4. Resolution Nos. 18-080 and 18-081 (pgs. 95 - 117)

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