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Title: CONSIDER MULTIPLE RESOLUTIONS APPROVING TENTATIVE AGREEMENTS FOR THE SUCCESSOR MEMORANDUMS OF UNDERSTANDING (DEAL POINTS) 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 (CITY COUNCIL)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 - Reso No. 22-216 AFSCME 809 TA, 2. Exhibit 2 - AFSCME 809 TA, 3. Exhibit 3 - Reso No. 22-217 AFSCME 1017 TA, 4. Exhibit 4 - AFSCME 1017 TA, 5. Exhibit 5 - Reso No. 22-218 CPSA-SEIU TA, 6. Exhibit 6 - CPSA-SEIU TA, 7. Exhibit 7 - Reso No. 22-219 AME TA, 8. Exhibit 8 - AME TA

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

Tuesday, October 18, 2022

Consent

SUBJECT:

CONSIDER MULTIPLE RESOLUTIONS APPROVING TENTATIVE AGREEMENTS FOR THE SUCCESSOR MEMORANDUMS OF UNDERSTANDING (DEAL POINTS) 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 (CITY COUNCIL)

I. SUMMARY

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 American Federation of State, County and Municipal Employees (AFSCME) Union, Local 1017, 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 bargaining units.

As a result of these meetings, individual tentative agreements have been reached with each bargaining unit. In accordance with Government Code Section 3505.1, the attached resolutions comprise the ratified Tentative Agreement for a Successor Memorandum of Understanding (MOU) between the City and each bargaining unit for the period of July 1, 2021, through June 30, 2024.

II. RECOMMENDATION

WAIVE further reading and ADOPT the following Resolutions:

1. Resolution No. 22-216, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES UNION, LOCAL 809, FOR THE PERIOD OF JULY 1, 2021 to JUNE 30, 2024."
2. Resolution No. 22-217, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES UNION, LOCAL 1017, FOR THE PERIOD OF JULY 1, 2021 to JUNE 30, 2024."
3. Resolution No. 22-218, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE CARSON PROFESSIONALS AND SUPERVISORS - SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721, FOR THE PERIOD OF JULY 1, 2021 to JUNE 30, 2024."
4. Resolution No. 22-219, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE ASSOCIATION OF MANAGEMENT EMPLOYEES, FOR THE PERIOD OF JULY 1, 2021 to JUNE 30, 2024."

III. ALTERNATIVES

TAKE another action that City Council deems appropriate.

IV. BACKGROUND

Through the meet and confer process, management staff were able to negotiate various terms and deal points with each bargaining unit, of which the main provisions include:

Cost of Living Increases - Compensation

FY 2021/2022	7.5% COLA retro to July 1, 2021
FY 2022/2023	5% COLA retro to July 1, 2022
FY 2023/2024	5% COLA on July 1, 2023

Medical/Health Insurance Benefit

City will pay the full family HMO premium from Kaiser Permanente in the Los Angeles Region for each Unit member and eligible dependents

Education Tuition Reimbursement

City will reimburse employee up to the California State University in-state rate (per semester, quarter, or academic year). Additional reimbursement incentive is provided to employees attending California State University Dominguez Hills, to include the cost of books and parking.

Individual bargaining unit tentative agreements include unit specific modifications to various provisions. Additional Memorandum of Understanding language edits will occur upon the finalization of each MOU through subsequent meet and confer discussions with each group. Upon completion, staff will return with four distinct MOUs for City Council approval and adoption.

V. FISCAL IMPACT

The net impact of the proposed financial benefits of Cost-of-Living increases and the employer medical contribution for all four bargaining units is as follows:

Fiscal Year	Medical Contribution		COLA		Total
	Amount	Net Delta	Percent	Net Delta	
FY21/22	\$1,594	\$0	7.5%	\$2,007,839	\$2,007,839
FY22/23	\$1,969	\$1,570,500	4.0%	\$1,151,156	\$2,721,656
FY23/24	\$1,969	\$1,570,500	6.0%	\$1,844,357	\$3,414,857
Total		\$3,141,000		\$5,003,352	\$8,144,352

If the tentative agreements are approved, staff will return to City Council in November 2022 with the final Memorandums of Understanding and a budget resolution to amend the Fiscal Year 2022-23 to address the retroactive salaries and anticipated remaining current year expenditures.

VI. EXHIBITS

1. Resolution No. 22-216 - TA AFSCME 809 (pgs. 4-5)
2. Tentative Agreement, AFSCME 809 (pgs. 6-79)
3. Resolution No. 22-217 - TA AFSCME 1017 (pgs. 80-81)
4. Tentative Agreement, AFSCME 1017 (pgs. 82-139)
5. Resolution No. 22-218 - TA CPSA-SEIU (pgs. 140-141)

6. Tentative Agreement, CPSA-SEIU (pgs. 142-203)
7. Resolution No. 22-219 - TA AME (pgs. 204-205)
8. Tentative Agreement, AME (pgs. 206-258)

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