



Legislation Text

File #: 2022-907, Version: 1

Report to Mayor and City Council

Tuesday, November 01, 2022

Consent

SUBJECT:

CONSIDER MULTIPLE RESOLUTIONS APPROVING THE 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 (CITY COUNCIL)

I. SUMMARY

The City Council previously approved the Tentative Agreements for Successor Memorandums of Understanding (MOUs) between the City of Carson and the American Federation of State, County and Municipal Employees Union (AFSCME), Council 36, Local 809; Local 1017; the Carson Professionals and Supervisors - Service Employees International Union, Local 721; and the Association of Management Employees by Resolution Nos. 22-216, 22-217, 22-218, 22-219 respectively on October 18, 2022, which also directed the parties to prepare 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 draft and present to City Council the successor Full-Time MOUs for 2021-2024 in accordance with the approved Tentative Agreements. The attached resolutions are being presented for approval of the proposed MOUs for the period of July 1, 2016 through June 30, 2021.

II. RECOMMENDATION

WAIVE further reading and ADOPT the following Resolutions:

1. Resolution No. 22-224, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE SUCCESSOR MEMORANDUM OF UNDERSTANDING 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. 22-225, “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE SUCCESSOR MEMORANDUM OF UNDERSTANDING 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. 22-226, “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE SUCCESSOR MEMORANDUM OF UNDERSTANDING 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. 22-227, “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, APPROVING THE SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CARSON AND THE ASSOCIATION OF MANAGEMENT EMPLOYEES, FOR THE PERIOD OF JULY 1, 2021 to JUNE 30, 2024.”
5. Resolution No. 22-228, “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE FISCAL YEAR 2022-23 BUDGET, IN VARIOUS DEPARTMENTS, FOR THE ADJUSTMENT OF SALARIES AND BENEFITS OF PERSONNEL RESULTING FROM THE APPROVAL OF SUCCESSOR MEMORANDUM OF UNDERSTANDINGS FOR REPRESENTED FULL TIME EMPLOYEES.”

III. ALTERNATIVES

TAKE another action that City Council deems 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 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. These MOUs are being presented to City Council through the attached resolutions for approval, adoption and implementation.

The City’s negotiating team appreciates the time and effort that the bargaining units’

representatives have devoted in achieving these successor collective bargaining agreements. Staff also thanks bargaining units' memberships for ratifying the Tentative Agreements deal points and for their patience during this unusually lengthy process to get approved successor MOUs. 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, but are not limited to:

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.

It should also be noted that Individual bargaining unit MOUs include unit specific modifications to various provisions. That said, every effort has been made to ensure similar language and terms have been applied to each agreement, where possible and practical.

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	5.0%	\$1,438,939	\$3,009,439
FY23/24	\$1,969	\$1,570,500	5.0%	\$1,551,726	\$3,122,226
Total		\$3,141,000		\$4,998,504	\$8,139,504

Staff is recommending an amendment to the Fiscal Year 2022-23 General Fund operating budget as follows:

Item	Total
FY21/22: 7.5% COLA (retro)	\$2,007,839
FY22/23: 5% COLA	\$1,438,939
FY22/23: Medical Contribution	\$1,570,500
FY22/23: MOU Benefits/Provisions	\$577,605
FY22/23: Tuition Reimbursements	\$200,000

Total Amendment	\$5,794,883
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VI. EXHIBITS

1. Resolution No. 22-224 - MOU AFSCME 809 (pgs. 5-6)
2. MOU, AFSCME 809 (pgs. 7-68)
3. Resolution No. 22-225 - MOU AFSCME 1017 (pgs. 69-70)
4. MOU, AFSCME 1017 (pgs. 71-117)
5. Resolution No. 22-226 - MOU CPSA-SEIU (pgs. 118-119)
6. MOU, CPSA-SEIU (pgs. 120-166)
7. Resolution No. 22-227 - MOU AME (pgs. 167-168)
8. MOU, AME (pgs. 169-214)
9. Resolution No. 22-228 - Budget Amendment (pgs. 215-224)

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