



## Legislation Text

File #: 2023-0314, Version: 1

### Report to Mayor and City Council

Tuesday, May 16, 2023

Consent

#### SUBJECT:

**CONSIDER RESCINDING AND REPLACING 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 AND THE CARSON PROFESSIONALS AND SUPERVISORS ASSOCIATION - SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721 (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 American Federation of State, County and Municipal Employees Union (AFSCME), Local 1017; the Carson Professionals and Supervisors - Service Employees International Union, Local 721 by Resolution Nos. 22-225 and 22-226 respectively on November 1, 2022, which also directed the parties 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 Agreements. The attached resolutions are being presented for final approval.

#### **II. RECOMMENDATION**

1. CONSIDER RESOLUTION NO. 23-083, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING RESOLUTION NO. 22-225 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."

2. CONSIDER RESOLUTION NO. 23-084, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING RESOLUTION NO. 22-226 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."

### **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. 22-225 and 22-226. 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. At this time, staff is presenting two of the four 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 MOUs with their respective salary tables are being presented to City Council for filing and posting to the City's website.

The third and fourth final MOU is very near its completion and will likely be brought forward at the next City Council meeting.

### **V. FISCAL IMPACT**

It is anticipated that there will be minimal fiscal impacts as benefit enhancements resulting from the MOUs are contingent upon leave accrual rates and associated benefits in each bargaining unit. Sufficient funding has been included in the current Fiscal Year and Fiscal Year 2023-2024 salaries and benefits accounts for all departments.

## **VI. EXHIBITS**

1. MOU, AFSCME 1017 (pgs. 4-53)
2. MOU, CPSA-SEIU 721 (pgs. 54-105)

1.

Prepared by: Tracey Curry, Human Resources Manager