

## RESOLUTION 2019-025

### **RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO APPROVING A MEMORANDUM OF UNDERSTANDING WITH OPERATING ENGINEERS LOCAL UNION NO. 3, AFL-CIO FOR THE PERIOD JULY 1, 2017 TO JUNE 30, 2021; AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO EXECUTE THE MEMORANDUM OF UNDERSTANDING; AND APPROVING THE SALARY SCHEDULE FOR THESE EMPLOYEES INCLUDING EQUITY ADJUSTMENTS FOR FOUR CLASSIFICATIONS**

WHEREAS, *Future Labor Relations Partnerships* is an adopted policy item under the FY 2018-21 Council Priority Workplan, effective November 1, 2017;

WHEREAS, the employees currently represented by Operating Engineers Local Union No. 3 (OE3) were previously represented by Public Employees Union Local One, and have been without a current MOU since July 1, 2017;

WHEREAS, under the Meyers-Milius-Brown Act, the City's negotiating team and the various recognized collective bargaining units have a duty to meet and confer on changes to the terms and conditions of employment; and

WHEREAS, the major amendments included in the various proposed labor contracts are generally consistent with the terms reached with the City's other represented units effective July 1, 2017 and are summarized as follows:

- Term: July 1, 2017-June 30, 2021
- COLAs:
  - FY 2017/18 – 0%
  - FY 2018/19 – 6% (which will be made retroactive to July 1, 2018)
  - FY 2019/20 – 3%
  - FY 2020/21 – 3%
- Health Care: Effective January 1, 2020, 90/10 cost share of premium costs, capped at the Kaiser rate for the applicable level of coverage (single, two-party or full family)
- Equity adjustments of less than 1% for three classifications (Administrative Clerk I, Administrative Clerk II and Sr. Administrative Clerk) and an equity adjustment of 4.48% for the Engineering Technician classification to bring these classifications to within 5% of the market median based on a total compensation survey the City completed in March 2017, similar to what was done for other classifications at the time their MOUs were approved;

WHEREAS, all operational costs associated with the proposed MOU for the current fiscal year through FY2020/21 were included in the City's Quadrennial Budget adopted by the City Council on June 19, 2017;

WHEREAS, the additional cost associated with the COLA for FY 2017/18 of approximately \$86,000 for salaries and associated benefits was included in the FY 2017/18 budget, but was not spent in that fiscal year and is unbudgeted for this fiscal year will be covered through the City Manager's Contingency and other departmental expenditure savings.

NOW THEREFORE, BE IT RESOLVED that the foregoing recitations are true and correct, and are included herein by reference as findings; and

BE IT FURTHER RESOLVED that the City Council of San Pablo approves the Memorandum of Understanding with Operating Engineers Local Union No. 3 (OE3) for the period July 1, 2017 to June 30, 2021, which is attached and incorporated as Exhibit 1; and

BE IT FURTHER RESOLVED that the City Council of San Pablo authorizes the City Manager to execute the Memorandum of Understanding with OE3; and

BE IT FURTHER RESOLVED that the City Council of the City of San Pablo approves the Salary Schedule for classifications represented by OE3, effective July 1, 2018, which is attached and incorporated as Exhibit 2 and includes equity adjustments to the salaries for four classifications.

\* \* \* \* \*

ADOPTED this 19<sup>th</sup> day of February, 2019, by the following vote:

AYES:	COUNCILMEMBERS:	Pineda, Xavier, Pabon-Alvarado and Kinney
NOES:	COUNCILMEMBERS:	None
ABSENT:	COUNCILMEMBERS:	Cruz
ABSTAIN:	COUNCILMEMBERS:	None

ATTEST:

APPROVED:

/s/ Patricia Ponce  
Patricia Ponce, City Clerk

/s/ Rich Kinney  
Rich Kinney, Mayor