



ADOPTION OF MEMORANDUM OF UNDERSTANDING, UNIT 16 - UTILITY SYSTEMS OPERATORS

City Council Meeting
November 9, 2021

Jeremia Mills
Deputy Director – Human Resources,
Human Resources Department

BACKGROUND

The City's representatives and representatives of Operating Engineers, Local Union No. 3, representing the City's Unit 16 – Utility Systems Operators, have met and conferred concerning a successor Memorandum of Understanding and have agreed on a contract.

- The new contract will be for July 1, 2021- June 30, 2024

Primary Economics

- 3% salary increase effective November 7, 2021
- 2.5% salary increase effective the first full pay period following April 1, 2022
- 2.5% salary increase effective the first full pay period following July 1, 2023
- A one-time, non-pensionable lump sum payment of \$5,000

Additional Changes

- Addition of Cesar Chavez Holiday
- Addition of two positions to the weekend shift differential
- \$500 annually for wellness

Fiscal Impact

The estimated cost of this Resolution for Fiscal Year (FY) 2021-22 is \$432,648 with an estimated ongoing increased cost of \$427,858 annually. Funding for these expenditure increases is not included in the FY 2021-22 adopted budget and is being appropriated from the funds which are affected by the increases. There is no impact to the General Fund in FY 2021-22.

RECOMMENDATION

The Human Resources Department and the City Manager's Office recommend that the Council, by resolution, adopt the Memorandum of Understanding for an agreement for and on behalf of, the employees in the City's Bargaining Unit 16 – Utility Systems Operators, represented by the Operating Engineers, Local Union No. 3.

QUESTIONS?