



January 17, 2024

ITEM TITLE: RESOLUTION NO. 2024-02 APPROVING AND ADOPTING A TENTATIVE AGREEMENT FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF IMPERIAL BEACH AND THE SERVICE EMPLOYEE INTERNATIONAL UNION (SEIU), LOCAL 221. (0540-50)

ORIGINATING DEPARTMENT:

Human Resources

EXECUTIVE SUMMARY:

Staff is recommending that the City Council adopt Resolution No. 2024-02 which would approve a tentative agreement (TA) for a successor Memorandum of Understanding between the City of Imperial Beach and Service Employees' International Union (SEIU), Local 221 for a two-year period starting July 1, 2023, and ending on June 30, 2025. Prior to presenting this resolution to City Council for consideration, the City's Labor Negotiation Team met and confer in good faith with SEIU to discuss the terms of the Tentative Agreements.

RECOMMENDATION:

Staff recommends approval of Resolution No. 2024-02 that would approve a tentative agreement (TA) for a successor Memorandum of Understanding between the City of Imperial Beach and Service Employees International Union (SEIU), Local 221 for a two-year period starting July 1, 2023, and ending on June 30, 2025.

OPTIONS:

- Adopt Resolution No. 2024-02 as proposed.
- Provide direction to the City Manager to take a specific action.

BACKGROUND/ANALYSIS:

In 2021, the City of Imperial Beach ("City") and Service Employees International Union ("SEIU"), Local 221, entered a two-year Memorandum of Understanding ("MOU"). Accordingly, the duration of the contract was July 1, 2021, to June 30, 2023. As the contract expired on June 30, 2023, the City of Imperial Beach and SEIU met and confer in good faith in accordance with the Meyers-Millas-Brown Act and have reached a tentative agreement (TA) on a fair and equitable package of total compensation for a successor agreement for a new two-year MOU beginning July 1, 2023, and ending on June 30, 2025.

As negotiated, the parties agreed to the following proposed Tentative Agreement for a successor MOU to include, in summary, the following terms:

- 1) A new MOU for the period of July 1, 2023, through June 30, 2025; and
- 2) General language clean-up; and
- 3) The City agreed to the following salary adjustments:
 - a. Effective, and retroactive to, July 1, 2023, all miscellaneous full-time and part-time employees in permanent, probationary, seasonal, and variable employees will receive a 5% Cost of Living Adjustment (COLA).
 - b. Upon the MOU ratification, all full-time employees in the miscellaneous permanent, probationary, seasonal, and variable employees will receive a one-time retention stipend of \$2,000.
 - c. Upon the MOU ratification, all part-time employees in the miscellaneous permanent, probationary, seasonal, and variable employees will receive a one-time retention stipend of up to \$1,000.
 - d. Effective July 1, 2024, all miscellaneous full-time and part-time employees in permanent, probationary, seasonal, and variable employees will receive a 3% Cost of Living Adjustment (COLA).
- 4) A \$500 per year pay differential benefit for certain job classifications under the Public Works Department for possessing a valid California Driver's License Class A or B; and
- 5) Per California's expansion on the paid sick leave law requirements, part-time employees will receive 40 hours of paid sick leave per fiscal year; and
- 6) The addition of the Juneteenth holiday as part of the City recognized holidays and the addition of nine hours (9) of floating holiday to full-time employees; double pay for working on three designated holidays for part-time and full-time employees; and time and a half (1.5) pay for part-time employees for working on five (5) designated holidays; and
- 7) The ability for full-time employees to sell back up to 40 hours of vacation accruals per fiscal year; and
- 8) An \$75 increase in safety shoe allowance for full-time Public Works employees for a total of \$250 per fiscal year; and
- 9) A 2% increase in education reimbursement benefits for employees working towards obtaining a degree; and

All items were voted on by the organization membership, known as ratification, and subsequently must be approved by the City Council. Once approved by the City Council, the terms of the tentative agreement for the successor agreement will be memorialized in a Memorandum of Understanding and brought back to the City Council in February for approval.

A fully executed copy of the Tentative Agreement is attached to the Resolution as Exhibit A.

ENVIRONMENTAL DETERMINATION:

Not a project as defined by CEQA.

FISCAL IMPACT:

All terms in the Tentative Agreement, except those contingent on budget performance, have been calculated to include all applicable employee salary and benefits. Staff will monitor funding in the fiscal year 2023-2024 and 2024-2025 to determine whether it is sufficient to cover the increased cost in employee salary and benefits for the two-year period. Management will also continue to monitor operating expenditures and evaluate spending. Staff will perform the necessary budget amendments during year-end budget review.

ATTACHMENTS:

1. Resolution No. 2024-02
2. Tentative Agreement