

RESOLUTION NO. 2024-02

A RESOLUTION OF THE CITY COUNCIL OF IMPERIAL BEACH, APPROVING AND ADOPTING A TENTATIVE AGREEMENT FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF IMPERIAL BEACH AND THE SERVICE EMPLOYEES' INTERNATIONAL UNION (SEIU), LOCAL 221

WHEREAS, the City of Imperial Beach ("City") endeavors to recruit and retain the most qualified and talented employees to serve its citizens; and

WHEREAS, the salaries and benefits offered by the City to its employees are designated to aid in the City's recruitment and retention efforts; and

WHEREAS, the past Memorandum of Understanding ("MOU") between the City and the Service Employees' International Union (SEIU), Local 22, adopted by the City Council Resolution No. 2021-68 covering period July 1, 2021, through June 30, 2023; and

WHEREAS, the City and SEIU have met and confer in good faith and have come to a Tentative Agreement on a fair and equitable package of total compensation for a successor SEIU MOU for the period of Jul 1, 2023, through June 30, 2025, pursuant to the Meyers-Millias-Brown Act ("MMBA"); and

WHEREAS, the members of SEIU have voted to ratify the Tentative Agreement and the labor representatives of the City and SEIU have executed the Tentative Agreement; and

WHEREAS, the MMBA provides in Section 3505.1:

"If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding."

WHEREAS, once the City Council adopts the Tentative Agreement, the parties are required to jointly prepare a written MOU to present to City Council at a later date for consideration and adoption consistent with the Tentative Agreement; and

WHEREAS, once approved by the city Council, the Tentative Agreement and the successor SEIU MOU 2023-2025 become biding agreements between the parties, each in their own right; and

WHEREAS, upon City Council approval of the Tentative Agreement, the salary and benefit changes outlined therein shall be incorporated into the annual operating budget for Fiscal Year 2023-2024 and 2024-2025; and

WHEREAS, the City Council desires to approve the Tentative Agreement for the successor SEIU MOU 2023-2025.

NOW THEREFORE, BE IT RESOLVED, by the Council of the City of Imperial Beach, as follows:

1. The recitals set forth above are true and correct and incorporated herein by this reference.
2. The executed Tentative Agreement for a successor SEIU MOU for the period of July 1, 2023 – June 30, 2025, a fully executed copy of which is attached hereto as Exhibit A, is accepted, approved, and adopted.
3. The labor representatives of the City and SEIU are directed to jointly prepare a written MOU in accordance with the Tentative Agreement and present same to City Council at a future date for its consideration and approval.
4. The Fiscal Year 2023-2024 and 2024-2025 operating budget shall be amended as necessary to reflect the increased compensation and benefits authorized by the adoption of the Tentative Agreement for a successor SEIU MOU 2023-2025 and any needed appropriations shall be brought back to City Council for formal approval and adoption.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Imperial Beach at its meeting held on the 17th day of January 2024, by the following vote:

AYES: **COUNCILMEMBERS:**
NOES: **COUNCILMEMBERS:**
ABSENT: **COUNCILMEMBERS:**

PALOMA AGUIRRE, MAYOR

ATTEST:

JACQUELINE M. KELLY, MMC
CITY CLERK