



City of Emeryville

CALIFORNIA

Management of Emeryville Services Authority

MEMORANDUM

DATE: March 19, 2024
TO: MESA Board of Directors and City Council
FROM: Paul Buddenhagen, Executive Director/City Manager
SUBJECT: **CAMP Successor MOU**

Resolution Of The Board Of Directors Of The Management Of Emeryville Services Authority (MESA) Approving And Adopting A Memorandum Of Understanding With The Confidential Administrative Managerial (CAMP) Professional Authorizing The City Manager To Execute The Memorandum Of Understanding And Approving An Amendment To The City's Classification And Compensation Plan In Conformance With California Code Of Regulations, Title 2, Section 570.5

Resolution Of The City Council Of The City Of Emeryville Approving And Adopting A Memorandum Of Understanding With The Confidential Administrative Managerial (CAMP) Professional Authorizing The City Manager To Execute The Memorandum Of Understanding And Approving An Amendment To The City's Classification And Compensation Plan In Conformance With California Code Of Regulations, Title 2, Section 570.5

RECOMMENDATION

Staff recommends that the Board of Directors of the Management of Emeryville Services Authority (MESA) and City Council of the City of Emeryville approve resolutions adopting the successor Memorandum of Understanding (the Successor MOU) with Confidential Administrative Managerial Professional(CAMP) for the period of July 1, 2023 through June 30, 2026, authorizing the City Manager to execute the Successor MOU on behalf of the City, and approving an amendment to the City's salary schedule.

DISCUSSION

The City and CAMP are parties to an existing MOU covering the period of July 1, 2019 through July 31, 2021 and extended through June 30, 2022 (the Existing MOU). Staff and CAMP have been negotiating in good faith on the Successor MOU since March 2023, prior to the expiration of the Existing MOU, and have continued to actively negotiate since that time. Both parties have now reached a tentative agreement on

matters related to wages, hours, and other terms and conditions of employment, consistent with authority provided by the City Council, as reflected in the attached Successor MOU.

On February 27 2024, CAMP voted to ratify the Successor MOU. The Successor MOU does not become effective until approved by the City Council. The key updates to the Successor MOU are as follows:

Cost of Living Adjustments (COLA)

- 3.5% effective the first full pay period following City Council approval of this agreement.
- 3.5% effective the first full pay period in July 2024
- 3.5% effective the first full pay period in July 2025

Recruitment and Retention Adjustments

- 1.5% effective the first full pay period following City Council approval of this agreement.
- 1.5% effective the first full pay period in July 2024
- 1.5% effective the first full pay period in July 2025

Market Adjustments

Effective the first full pay period following City Council approval of this agreement, the following classifications in the bargaining unit shall receive a concurrent (i.e., non-compounding with the salary increase above) market adjustment to median, over 2 years, as follows:

Job Classification	Year 1	Year 2
Economic Development and Housing Manager	.6%	.6%
Environmental Programs Supervisor	.95%	.95%
Management Analyst	1.3%	1.3%
City Clerk	1.7%	1.7%
Executive Assistant to the City Manager	4.75%	4.75%
Assistant to the City Manager	4.75%	4.75%
Police Services Manager	10.75%	10.75%
City Manager Analyst	1.3%	1.3%

In addition, the City will provide bargaining unit employees employed on the date of payment a one-time lump sum payment equivalent to the value of the salary increase (COLA, Recruitment and Retention, and Market Adjustment) for the period of July 1, 2023 through the implementation of year 1 referenced above.

Medical Benefits and In-Lieu/Alternate Benefit

Effective the first full pay period following the City Council approval, the employer will pay 90% of the medical benefits plan selected by the employee inclusive of the

required Public Employees Medical and Hospital Care Act (PEMHCA) amount and the employee will pay 10% of the medical benefits plan selected.

The City shall contribute ninety percent (90%) of the Kaiser - Region 1, single party premium per month for alternate benefits for eligible full-time employees who select medical-in-lieu/alternate benefits.

Bereavement

Effective the first full pay period following the City Council approval, the City shall increase paid bereavement leave from 3 to 5 days.

Holidays

Effective FY 2023-2024, add Juneteenth holiday for a total of twelve (12) holidays. Effective FY 2024-2025, convert floating seasonal holiday to a regular holiday for a total of four (4) floating holidays.

Side letters of agreement

- Adopt Remote Work Policy

FISCAL IMPACT

The estimated cost of this Successor MOU is projected to cost up to \$899,000 annually over the life of a 3-year contract; an increase of up to \$292,000 over the approved budget for Fiscal Years 2024 and 2025. The third-year contract increase of \$295,000 will be included in the Fiscal Year 2026 budget.

CONCLUSION

Staff recommends that the Board of Directors and City Council adopt the attached resolutions approving the Successor MOU with CAMP for the period of July 1, 2023 through June 30, 2026, authorizing the City Manager to execute the Successor MOU on behalf of the City.

PREPARED BY: Lilybell Nakamura, Human Resources Director

**APPROVED AND FORWARDED TO THE
BOARD OF DIRECTORS OF THE MANAGEMENT OF EMERYVILLE SERVICES
AUTHORITY: &
CITY COUNCIL OF THE CITY OF EMERYVILLE**



Paul Buddenhagen, Executive Director/City Manager

ATTACHMENTS:

- Resolutions
- CAMP Successor MOU tracked changes
- CAMP Successor MOU clean