



# City of Emeryville

CALIFORNIA

## MEMORANDUM

**DATE:** July 9, 2019  
**TO:** Christine Daniel, City Manager  
**FROM:** Lisa Lopez, Human Resources Director  
**SUBJECT:** Resolution Of The Board Of Directors Of The Management Of Emeryville Services Authority (MESA) Authorizing The City Manager To Execute A Memorandum Of Understanding With The Emeryville Association Of Confidential, Administrative, Managerial And Professional (CAMP) Employees With A Term Effective July 1, 2019 Through June 30, 2022

**Resolution Of The City Council Of The City Of Emeryville Approving And Consenting To A Memorandum Of Understanding Between the Management Of Emeryville Services Authority And The Emeryville Association Of Confidential, Administrative, Managerial And Professional (CAMP) Employees With A Term Effective July 1, 2019 Through June 30, 2022**

## RECOMMENDATION

It is recommended that the City Council of the City of Emeryville and the Board of Directors of the Management of Emeryville Services Authority (MESA) adopt the resolutions respectively approving and authorizing the City Manager to enter into a Memorandum of Understanding (MOU) between the Management of Emeryville Services Authority (MESA) and the Emeryville Association of Confidential, Administrative, Managerial and Professional (CAMP) Employees for the term of July 1, 2019 through June 30, 2022, and amending the Classification and Compensation Plan to implement the negotiated general wage increase effective July 1, 2019, July 1, 2020 and July 1, 2021.

## BACKGROUND

The current CAMP MOU expires on June 30, 2019. On January 15, 2019, the City/MESA bargaining team was provided authorization to commence negotiations with CAMP representatives to reach a successor agreement. The parties first met on February 12, 2019, and continued meeting for five months until reaching a tentative agreement on wages and additional terms and conditions of employment on June 11, 2019. The City/MESA representatives were notified on Thursday, June 20, 2019 that the CAMP represented employees ratified the tentative agreement.

## DISCUSSION

The new MOU with the CAMP bargaining unit is effective upon adoption by the two governing bodies and would cover the term of July 1, 2019 through June 30, 2022. Significant provisions of the MOU include the following terms:

1. **Salary Increase:** CAMP represented employees will receive three percent (3%) general wage increases effective July 1, 2019 and July 1, 2020; and a two percent (2%) general wage increase on July 1, 2021. The proposed MOU also provides for an automatic leveling adjustment, on a non-precedential basis, if the Service Employees International Union (SEIU), Local 1021 receives more favorable terms based on a percentage basis.
2. **Medical Plan Premiums:** There are no changes to the current cost sharing medical premiums arrangement between MESA and CAMP. However, the tentative agreement provides for an automatic leveling adjustment, on a non-precedential basis, if SEIU receives more favorable terms.
3. **Dental Benefits:** There are no changes to the current dental premiums arrangement between MESA and CAMP. However, the tentative agreement provides for an automatic leveling adjustment, on a non-precedential basis, if SEIU receives more favorable terms.
4. **Retired Employees – Health Benefits:** There are no changes to the cost sharing medical premiums arrangement for retirees between MESA and CAMP. However, the tentative agreement provides for an automatic leveling adjustment, on a non-precedential basis, if SEIU receives more favorable terms.
5. **Floating Holidays:** The tentative agreement provides one additional holiday for exempt unit members to receive eight or seven hours of “holiday” to be used the day before Thanksgiving, Christmas Eve Day or New Year’s Eve Day, in four-hour increments. For those employees who are required to work or if the days mentioned above fall on their regular day off, the City’s Holiday Leave Policy will apply.
6. **Bereavement Leave:** No change was made to the current benefit given to CAMP members. However, it was agreed to incorporate the current Personnel Rules and Regulations Bereavement Leave language into the CAMP MOU.
7. **457 Deferred Compensation Contribution:** Effective July 1, 2019, eligible employees thereafter shall have deposited into their 457 Deferred Compensation account a flat amount of twenty-five dollars (\$25) in the first full pay period following each full month of employment. To be eligible for the City contribution, a bargaining unit member must be enrolled in the MESA-City 457 Deferred Compensation Plan on the date of payment and must have been in a paid status for all of the month prior to the date of payment.

8. EFT Direct Deposit: As a condition of employment, and within one (1) year of the effective date of the MOU, employees will make the necessary arrangements to have all sums paid electronically direct deposited into one or more bank accounts as designated by the employee.
9. Public Agency Retirement System: The City will maintain a contract with the Public Agency Retirement System ("PARS") whereby retiring employees who were formerly members of the Emeryville Police Officer Association bargaining unit, hired before the effective date of the second tier PERS formula the City adopted pursuant to section 8.2 above, will be eligible for a supplemental pension benefit that, in combination with their CalPERS "3% @ 55" benefit will provide them with a total lifetime benefit that equals three percent (3%) of their highest year's PERS-able wages at age 50 (up to a maximum benefit equal to 90% of those wages).
10. Term: A three-year agreement between the MESA and CAMP, covering the period July 1, 2019 to June 30, 2022.

## **FISCAL IMPACT**

For fiscal year 2019-20, the cost of the agreement will be an increase to salaries and benefits in the estimated amount of \$174,047; for fiscal year 2020-21, the compounded increase will cost \$360,719; and for fiscal year 2021-22, the compounded increase will cost approximately \$491,617.

The above costs are incorporated into the current two-year fiscal year 2019-2021 budget. The costs covering future wage increases will be addressed during the 2021-2023 budget planning process.

## **STAFF COMMUNICATION WITH THE PUBLIC**

There was no staff communication with the public.

## **CONCLUSION**

It is recommended that the City Council of Emeryville and the MESA Board of Directors adopt the attached resolutions respectively approving and authorizing the City Manager to enter into the Memorandum of Understanding between MESA and CAMP, effective July 1, 2019 through June 30, 2022.

**PREPARED BY:** Lisa Lopez, Human Resources Director

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



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Christine Daniel, City Manager

**ATTACHMENTS**

- Draft Resolution of MESA authorizing the City Manager to enter into a MOU between MESA and CAMP for the period July 1, 2019 to June 30, 2022.
- Draft Resolution of the City Council Approving the MOU between MESA and CAMP for the period July 1, 2019 to June 30, 2022.
- Memorandum of Understanding between MESA and CAMP