



# City of Emeryville

CALIFORNIA

## MEMORANDUM

**DATE:** October 15, 2019  
**TO:** Christine Daniel, City Manager  
**FROM:** Gregory Ramirez, IEDA  
**SUBJECT:** Resolution Of The City Council Of The City Of Emeryville Approving A Memorandum Of Understanding Between the Management Of Emeryville Services Authority And The Service Employees International Union, Local 1021 (SEIU) With A Term Effective July 1, 2019 Through June 30, 2021

### RECOMMENDATION

Staff recommends 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 Service Employees International Union, Local 1021 (SEIU) With A Term Effective July 1, 2019 Through June 30, 2021, and amending the Classification and Compensation Plan to implement the negotiated general wage increase effective July 1, 2019, and July 1, 2020.

### BACKGROUND

On January 15<sup>th</sup>, 2019, the City/MESA bargaining team was provided authorization to commence negotiations with SEIU representatives to reach a successor agreement. The parties first met on February 8<sup>th</sup>, 2019, and continued meeting for seven months until reaching a tentative agreement on wages and additional terms and conditions of employment on September 4, 2019. The City/MESA representatives were notified on September 24, 2019 that the SEIU represented employees had ratified the tentative agreement.

### DISCUSSION

The new MOU with the SEIU bargaining unit is effective upon adoption by the two governing bodies and would cover the term of July 1, 2019 through June 30, 2021. Significant provisions of the MOU include the following terms:

1. Salary Increase: SEIU represented employees will receive three and one quarter percent (3.25%) general wage increase effective July 1, 2019 and a three percent (3%) general wage increase on July 1, 2020.

2. The City will pay bargaining unit members, employed with the City on date of payment, a non-pensionable lump sum payment of \$750 no later than June 30, 2020. The lump sum amount will be included in regular payroll and is subject to all applicable payroll tax and withholding.

The City will pay bargaining unit members, employed with the City on date of payment, a non-pensionable lump sum payment of \$750 no later than June 30, 2021, if and only if the City has reported cumulative Fiscal Year 2020-2021 transactions of Real Property Transfer Tax equaling no less than \$2.4 million by March 31<sup>st</sup> of 2021. The lump sum amount will be included in regular payroll and is subject to all applicable payroll tax and withholding.

3. Public Works Maintenance personnel, initially appointed to the position and thereafter on the first pay period in October and March of each year, shall receive an additional twenty-five dollar (\$25) allowance for the purchase of uniforms and shoes, for a total of three hundred twenty-five dollars (\$325.00) and two hundred seventy-five dollars (\$275.00), respectively.
4. The MESA will provide represented employees in the Police Department, initially appointed to their position an additional twenty-five dollars (\$25) allowance for the purchase of uniforms and shoes, for a total of four hundred twenty-five dollar (\$425.00) allowance for the purchase of required articles of uniform and thereafter on the first pay check in October and March of each year, each represented employee in the Police Department shall receive an additional twenty-five dollars (\$25) to a total uniform maintenance allowance of four hundred seventy-five dollars (\$475.00).
5. Employees shall receive a 15% discount on all current City facilities and current service fees including, but not limited to, childcare services provided by ECDC; facilities, programs and classes provided by the Community Services Department; the Senior Center; and rental facilities.
6. Training Differential for Dispatchers: Increase differential to six percent (6%) from five percent (5%).
7. For represented employees in the Police Department, the City shall increase shift differential by one percent (1%) and pay a total shift differential of five percent (5%) of the employee's base wage for all hours actually worked on dispatch between the hours of 1750 (5:50 p.m.) and 0550 (5:50 a.m.).

8. 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. 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.
9. 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.
10. Term: A two-year agreement between the MESA and SEIU, covering the period July 1, 2019 through June 30, 2021.

### **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 \$268,000 and for fiscal year 2020-21, the compounded increase is estimated at \$412,000.

Fiscal year 2019-20 costs are incorporated into the operating budget

### **STAFF COMMUNICATION WITH THE PUBLIC**

There was no staff communication with the public.

### **CONCLUSION**

Staff recommends that the City Council of Emeryville and the MESA Board of Directors adopt resolutions respectively approving and authorizing the City Manager to enter into the Memorandum of Understanding between MESA and SEIU, effective July 1, 2019 through June 30, 2021.

**PREPARED BY:** Gregory Ramirez, IEDA

**APPROVED AND FORWARDED TO THE  
CITY COUNCIL OF THE CITY OF EMERYVILLE:**



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Christine Daniel, City Manager

**ATTACHMENTS**

- Resolution of the City Council Approving the MOU between MESA and SEIU for the period July 1, 2019 through June 30, 2021.
- Memorandum of Understanding between MESA and SEIU