

DATE SUBMITTED 7/29/2020
 SUBMITTED BY ACM
 DATE ACTION REQUIRED 8/5/2020

COUNCIL ACTION (X)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION (X)
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()
 CITY CLERK'S INITIALS 3

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT: DISCUSSION/ACTION: MEMORANDUM OF UNDERSTANDING BETWEEN TEAMSTERS LOCAL UNION #542 AND THE CITY OF IMPERIAL	
1. APPROVAL OF RESOLUTION NO. 2020- 49 APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF IMPERIAL AND TEAMSTERS LOCAL UNION #542 FOR FISCAL YEAR 2020-2021 2. APPROVAL OF ADDENDUM TO INCORPORATE TERMS AND CONDITIONS UNDER ARTICLE 5, COMPENSATION DUE TO THE IMPACTS OF COVID-19. 3. APPROVAL OF AMENDMENT TO APPENDIX "A" POSITION ALLOCATION LIST TO RELINQUISH THE POSITIONS OF POLICE RECORDS CLERK, SENIOR RECORDS CLERK, POLICE SERVICES TECHNICIAN, AND ANIMAL CONTROL OFFICER TO IMPERIAL POLICE OFFICERS ASSOCIATION	
DEPARTMENT INVOLVED: City Managers Office & Administrative Services Department	
BACKGROUND/SUMMARY: Whereas the City of Imperial has met their meet and confer obligation with Teamsters Local Union #542. Teamsters agrees to a one year "roll over" memorandum of understanding. In the attached information you will find an addendum to the current (expired) MOU that speaks to Article 5, Compensation. Teamsters agrees to a one-year freeze on merit increases and/or salary adjustments due to budgetary impacts of COVID-19. Additionally, Teamsters has reached an agreement with Imperial Police Officers Association (IPOA) to relinquish the positions stated above to the IPOA. The relinquishment will not cause any subsequent impacts to the fiscal year municipal budget.	
FISCAL IMPACT: No Fiscal Impact to 2020-2021 Municipal Budget as approve on July 7, 2020.	ADMIN SERV INITIALS <u>VS</u>
STAFF RECOMMENDATION: It is staff's recommendation to approve the one year "roll over" agreement with Teamsters Local Union #542. Staff recommends a continuous review of finances throughout the fiscal year. In the event revenue streams improve we will resume meet and confer obligations with all collective bargaining units to discuss salary adjustments at that time.	DEPT. INITIALS <u>AB</u>
MANAGER'S RECOMMENDATION: City Manager's Recommendation is to approve the Resolution and MOU as presented for action.	CITY MANAGER'S INITIALS <u>ACM</u>
MOTION:	
SECONDED:	
AYES:	APPROVED ()
NAYES:	DISAPPROVED ()
ABSENT:	REFERRED TO:
REJECTED () DEFERRED ()	

RESOLUTION NO. 2020-41

RESOLUTION OF THE CITY COUNCIL FOR THE CITY OF IMPERIAL, A MUNICIPAL GOVERNMENT OF THE STATE OF CALIFORNIA, ADOPTING THE MEMORANDUM OF UNDERSTANDING AND ADDENDUM BETWEEN THE CITY OF IMPERIAL AND TEAMSTERS UNION LOCAL #542 FOR FISCAL YEAR 2020-2021

WHEREAS, the City of Imperial and Teamsters Union Local #542 have met and conferred in accordance with the requirements of the Meyers-Milias Brown Act and City Council Ordinance No. 634; and

WHEREAS, the City of Imperial negotiates the terms of the Memorandum of Understanding with the Teamsters Union Local #542, a duly recognized bargaining unit; and

WHEREAS, the City of Imperial and Teamsters Union Local #542 have reached an agreement that wages, benefits and other conditions of employment as approved and adopted on September 8, 2018 will hold over for the fiscal year 2020-2021; and

WHEREAS, the City of Imperial and Teamsters Union Local #542 have reached an agreement that all merit increases and/or COLA salary adjustments will be frozen for the period of one fiscal year 2020-2021 due to the impacts of the novel coronavirus COVID-19; and

WHEREAS, the Teamsters Union Local #542 agrees to relinquish the positions of Police Records Clerk, Senior Records Clerk, Police Evidence Technician, and Animal Control Officer to the Imperial Police Officers Association.

NOW, THEREFORE, the City Council of the City of Imperial DOES HEREBY RESOLVE that the Memorandum of Understanding AND ADDENDUM attached hereto as "Exhibit A", between the City of Imperial and Teamsters Union Local #542 is approved and adopted. The City Manager is hereby directed to implement the provisions provided by this resolution effective July 1, 2020.

PASSED AND ADOPTED by the City Council of the City of Imperial at the Regular Meeting on August 5, 2020.

DARRELL PECHTL, MAYOR

ATTEST:

DEBRA JACKSON, CITY CLERK

APPROVED AS TO FORM:

CITY ATTORNEY

**ADDENDUM TO MEMORANDUM OF UNDERSTANDING
BETWEEN**

**TEAMSTERS LOCAL UNION 542 & CITY OF IMPERIAL FOR
A ONE YEAR TERM OF FISCAL YEAR 2020-2021**

ARTICLE 4 - WORK SCHEDULES AND ASSIGNMENTS

Section 7 SPECIAL EVENTS: Employees working a Special Event not scheduled during their normal work schedule shall be paid for actual time worked at the appropriate overtime rate, per Article 5, Section 3.

Teamsters Local 542 reserves the right to add to, delete from, change or modify any of these proposals and or amendments at any time.

**ADDENDUM TO MEMORANDUM OF UNDERSTANDING
BETWEEN**

**TEAMSTERS LOCAL UNION 542 & CITY OF IMPERIAL FOR
A ONE YEAR TERM OF FISCAL YEAR 2020-2021**

ARTICLE 5 - COMPENSATION AND OVERTIME PAY

Section 1. Salary Schedule. The monthly salary schedule for all employees is set forth in Appendix B and is incorporated into this Agreement by reference.

1. The City will maintain the eight (8) steps on the salary schedule.
2. Due to impacts of the novel coronavirus COVID-19, All current non-probationary status employees covered by this bargaining agreement will not receive a merit increase or COLA adjustment for fiscal year 2020-2021.
3. The COLA shall reflect May numbers report of each respective year.
4. Any salary adjustment resulting in a salary of the next step level, the employee will be moved to the appropriate step in the wage scale;
5. Employees on probationary status ~~shall~~ **are eligible to receive salary increases upon the completion of a successful probationary period. Probationary employees shall be entitled to receive COLA increases at the same time all other employees receive the COLA increase.**

During the term of this agreement, in the event any other bargaining unit receives a salary adjustment comprising of more than the terms stated in items one (1) through four (4), employees covered by this agreement shall receive the same

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**ADDENDUM TO MEMORANDUM OF UNDERSTANDING
BETWEEN**

**TEAMSTERS LOCAL UNION 542 & CITY OF IMPERIAL FOR
A ONE YEAR TERM OF FISCAL YEAR 2020-2021**

ARTICLE 21 - DURATION OF AGREEMENT.

Section 1.

1. City agrees to a one (1) year ADDENDUM beginning July 1, 2020 and ending June 30, 2021

CITY OF IMPERIAL

TEAMSTERS LOCAL NO. 542

City Manager Date

Mike Morales Date

City Attorney Date

Flavio Grijalva Date

James Bentley Date

Attest: _____
City Clerk Date

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CLASSIFICATION LIST
TEAMSTERS UNION LOCAL #542

POSITION LIST	SALARY RANGE
Accounting Assistant I	57
Accounting Assistant II	61
Accounting Assistant III	66
Animal Control Officer	67
Code Enforcement Officer	69
Crew Leader	63
General Maintenance Worker I	57
General Maintenance Worker II	60
General Maintenance Worker III	63
General Office Clerk	57
Library Technician	57
Maintenance Electrician	78
Police Records Clerk	60
Police Services Technician	60
Recreation Specialist	60
Senior Records Clerk	66
Wastewater Operator Trainee I (OIT I)	60
Wastewater Operator Trainee II (OIT II)	64
Wastewater Operator I	71
Wastewater Operator II	74
Water Operator Trainee I (OIT I)	60
Water Operator Trainee II (OIT II)	64
Water Operator I	71
Water Operator II	74
Water Operator III	78