



Legislation Details (With Text)

File #: 16-065 **Version:** 1 **Name:** Staff Report SLCEA MOU 2016-2020
Type: Staff Report **Status:** Filed
In control: City Council
On agenda: 2/16/2016 **Final action:** 2/16/2016
Enactment date: **Enactment #:**
Title: Staff Report for a Resolution Approving the San Leandro City Employees' Association (SLCEA), Local 21 IFPTE Memorandum of Understanding
Sponsors: Lianne Marshall
Indexes:
Code sections:
Attachments: 1. SLCEA MOU 2015-19

Date	Ver.	Action By	Action	Result
2/16/2016	1	City Council	Received and Filed	

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Staff Report for a Resolution Approving the San Leandro City Employees' Association (SLCEA), Local 21 IFPTE Memorandum of Understanding

SUMMARY AND RECOMMENDATIONS

The City Manager recommends that the City Council approve a resolution ratifying the Memorandum of Understanding (MOU) between the City of San Leandro and the San Leandro City Employees' Association (SLCEA), Local 21 IFPTE, for the period covering January 1, 2016 through December 31, 2020.

BACKGROUND

The San Leandro City Employees' Association (SLCEA), Local 21 IFPTE is the largest City bargaining group representing approximately 275 full-time and part-time employees. The City and SLCEA/Local 21 negotiators reached a tentative agreement, which is presented to the City Council for approval. The proposed MOU may be subject to administrative corrections for clerical purposes as warranted.

Analysis

The City and SLCEA/Local 21 have reached a tentative agreement based on the terms negotiated, which has been ratified by the employees. The major elements of the tentative agreement include the following:

Term

The proposed term for the MOU is for the period January 1, 2016 through December 31, 2020 (5 years)

Compensation

Salary increases will be effective as follows:

- Effective January 1, 2016, a three (3%) percent salary increase.
- Effective January 1, 2017, a three (3%) percent salary increase.
- Effective January 1, 2018, a three (3%) percent salary increase.
- Effective January 1, 2019, a three (3%) percent salary increase.
- Effective January 1, 2020, a three (3%) percent salary increase.

Medical

The City's 2016 monthly contribution will be increased as follows:

<u>Level</u>	<u>Increase</u>
Employee only	+ \$25
Employee +1	+ \$50
Employee +2 or more	+ \$75

Thereafter, employees will pay 50% of premium increases or decreases based on the Kaiser rate.

Other

An additional floating holiday will be provided to employees.

Increase Life insurance coverage from \$20,000 to \$50,000.

Previous Action

On October 7, 2013, by Resolution No. 2013-128, the City Council approved the prior MOU for the period January 1, 2013 through December 31, 2015.

Fiscal Impacts

The MOU is effective January 1, 2016. The total cost over the life of the MOU is approximately \$4,454,625, which primarily represents the 3% wage increase each year and the implementation of increases in City contribution for medical and life insurance coverage. The financial impact is approximately \$409,975 in FY 2015-16 for the period January 1, 2016 through June 30, 2016; \$837,200 in the FY 2016-17; \$873,100 in FY 2017-18; \$909,950 in FY 2018-19; \$944,300 in FY 2019-20; and \$480,100 in FY 2020-21 for the period July 1, 2020 through December 31, 2020.

Budget Authority

Staff will provide further analysis and submit 2015-16 budget adjustments by fund for City Council appropriation approval.

ATTACHMENT

- Memorandum of Understanding (MOU)

PREPARED BY: Emily Hung, Human Resources Manager, City Manager's Office

