



Legislation Text

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Staff Report for a City of San Leandro City Council Resolution Approving a Side Letter that Amends the Memorandum of Understanding Between the City of San Leandro and the San Leandro City Employees' Association (SLCEA), Local 21 IFPTE to Provide Holiday-in-Lieu Pay to Employees in Public Safety Dispatchers classifications

SUMMARY AND RECOMMENDATIONS

Staff recommends that the City Council adopt a resolution that approves a side letter agreement to amend the Memorandum of Understanding between the City of San Leandro and the San Leandro City Employees' Association, Local 21 IFPTE, to provide Holiday-in-Lieu pay to employees in Public Safety Dispatchers classifications.

BACKGROUND

In October 2017, the City Council approved a side letter agreement to amend the Memorandum of Understanding (MOU) between the City of San Leandro and the San Leandro City Employees' Association (SLCEA) for the period January 1, 2016 through December 31, 2020. The side letter provided Holiday-in-Lieu pay at the rate of 6.5% of base salary to Water Pollution Control Plant Operators for being scheduled to work without regard to holidays due to mandatory 24/7 operations. The City and SLCEA reached a tentative agreement to extend the 6.5% Holiday-in-Lieu pay to employees in Public Safety Dispatchers classifications effective July 1, 2019.

Analysis

After the October 2017 side letter was approved, Public Safety Dispatchers expressed concern that they were not provided the same Holiday-in-Lieu pay as Water Pollution Control Plant Operators, despite being similarly situated in mandatory 24/7 operations. The City agreed to open discussions with SLCEA on this matter due to challenges the City has faced in the recruitment and retention of dispatch positions, which are vital to public safety.

Currently, Public Safety Dispatchers receive one and one-half times (1½) the straight time rate of pay or compensatory time off for working on a holiday. The 6.5% Holiday-in-Lieu pay will recognize that Public Safety Dispatchers are scheduled to work regardless of holidays in order to meet minimum staffing requirements. This change would affect 16 FTE budgeted positions in the classifications of Public Safety Dispatcher Supervisor, Senior Public Safety Dispatcher, and Public Safety Dispatcher.

Previous Actions

- On February 16, 2016, by Resolution No. 2016-015, the City Council approved the SLCEA MOU for the period January 1, 2016 through December 31, 2020.
- On October 16, 2017, by Resolution No. 2017-146, the City Council approved a side letter amending the SLCEA MOU for the period January 1, 2016 through December 31, 2020

Fiscal Impacts

The proposed Holiday-in-Lieu pay represents a change in practice in how holidays are paid to Public Safety Dispatcher employees, and will result in a budget impact of approximately \$275,000 (\$137,500 per year) for FY 2020 and FY 2021 for 16 FTE positions.

ATTACHMENT TO RESOLUTION

- Side Letter agreement between the City and SLCEA

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