

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to amendments to Memoranda of Understanding (MOUs) for Bargaining Units 10 and 11.

Recommendations for Council action:

1. APPROVE the amendments to MOUs for Bargaining Units 10 and 11.
2. AUTHORIZE the Controller and the City Administrative Officer (CAO) to correct any clerical errors in the MOUs or make necessary technical corrections subsequent to City Council approval.

Fiscal Impact Statement: The CAO reports that implementation of the MOU amendments for the subject bargaining units will result in an additional six-month cost to the City of approximately \$120,000 for the American Federation of State, Count, and Municipal Employees, District Council 36, Locals 2006 and 901 (MOUs 10 and 11), consisting of approximately 150 affected members. These funds will be expensed by the departments that employ members from the subject bargaining units within their authorized budgets.

Community Impact Statement: None submitted.

Summary:

On November 7, 2023, your Committee considered an October 25, 2023 CAO report relative to amendments to Memoranda of Understanding (MOU) for Bargaining Units 10 and 11. According to the CAO, in September 2022, the Executive Employee Relations Committee (EERC) instructed the CAO to bargain with labor organizations representing bargaining units that identify with the Coalition of City Unions (Coalition), as each unit's MOU was set to expire on December 31, 2022. Discussions on the successor MOUs concluded in October 2022, resulting in a one-year agreement with the understanding that the Coalition and the City would reconvene beginning in January 2023 to continue discussions on deferred bargaining unit proposals.

On December 9, 2022, the City Council adopted successor MOUs for Coalition bargaining units 02, 03, 04, 06, 07, 08, 10, 11, 12, 13, 14, 15, 16, 17, 18, 34, 36, 37, 63, and 64, for a one-year term from January 1, 2023, through December 30, 2023. In January 2023, discussions with the individual Coalition bargaining units on the deferred proposals resumed and continued through July 2023. In accordance with the EERC instructions from its meeting on May 23, 2023, agreements to amend the 2023 MOUs with a number of economic and non-economic items have been reached with the Coalition bargaining units. Transmitted herein are the following Amendments: the Professional Medical Services Unit (MOU 10), and the Recreational Representation Unit (MOU 11). Amendments for the remaining Coalition bargaining unit MOUs will be transmitted upon finalized agreements. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations

contained in the October 25, 2023 CAO report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,  
Personnel, Audits, and Hiring Committee

**COUNCILMEMBER VOTE**

McOSKER: YES

PADILLA: YES

SOTO-MARTINEZ: YES

ARL

11/7/23

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**