

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to the 2019-23 amendment to Memoranda of Understanding (MOUs) with the Engineers and Architects Association (EAA) for MOUs 1, 19, 20, and 21.

Recommendations for Council action:

1. APPROVE the 2019-23 MOUs for EAA bargaining units 1, 19, 20, and 21, attached to the Council file.
2. AUTHORIZE the City Administrative Officer (CAO) and Controller to correct any clerical errors or necessary technical corrections subsequent to City Council approval.

Fiscal Impact Statement: The CAO reports that implementation of these contract extension amendments will result in savings of \$16.34 million in direct costs over Fiscal Year (FY) 2020-21 and FY 2020-22. This includes savings achieved from the deferral of raises as well as two unpaid days to be taken in FY 2020-21. There is an additional cost of \$63,865 over the term of the contract extension associated with the salary adjustment of the Paralegal classification to address compaction.

Community Impact Statement: None submitted.

Summary:

On February 3, 2021, your Committee considered a January 29, 2021 CAO report relative to the 2019-23 amendment to MOUs with EAA for MOUs 1, 19, 20, and 21. According to the CAO, In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Engineers and Architects Association (EAA) on an extension to the 2019-2022 MOUs for the bargaining units listed below:

- MOU 1- Administrative Unit
- MOU 19- Supervisory Technical Unit
- MOU 20- Supervisory Administrative Unit
- MOU 21- Technical Unit

All of the MOUs were ratified by the bargaining unit members. The MOUs include an 18 month extension of the expiration date from June 30, 2022 to December 31, 2023. In addition to the key provisions listed below, these agreements include a special adjustment for the Paralegal classification as well as an amendment to the salary notes to address salary compaction and overtime issues. After further consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the MOUs as detailed in the CAO report and the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
HARRIS-DAWSON:	YES
BONIN:	YES

ARL
2/3/21

-NOT OFFICIAL UNTIL COUNCIL ACTS-