

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to Salary Reopener Tentative Agreement in connection with the 2019-23 Memorandum of Understanding (MOU) for the Senior Administrative and Administrative Analysts Bargaining Unit (MOU 61).

Recommendations for Council action:

1. APPROVE the Tentative Agreement, attached to the Council File, with the Fiscal and Policy Professionals Association (FPPA) on behalf of MOU 61 regarding the salary reopener provision contained in the 2019-2023 MOU.
2. AUTHORIZE the Controller and the City Administrative Officer (CAO) to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

Fiscal Impact Statement: The CAO reports that the General Fund impact of this Tentative Agreement will be a total of approximately \$500,000 in direct salary cost, separated into two equal amounts in Fiscal Year (FY) 2021-22 and FY 2022-23.

Community Impact Statement: None submitted.

Summary:

On June 15, 2022, your Committee considered a June 8, 2022 CAO report relative to Salary Reopener Tentative Agreement in connection with the 2019-23 MOU for MOU 61. According to the CAO, in February 2021, Council approved an agreement with FPPA to modify the terms and conditions contained in the 2019-2022 MOU, including but not limited to extending the term of the MOU (through December 2023), deferring scheduled base wage increases, and including a clause to reopen the MOU on or after January 1, 2022, to engage in discussions exclusively about wages (Salary Reopener).

At the direction of the Executive Employee Relations Committee (EERC), the CAO met with FPPA from January through April 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with FPPA for the Senior Administrative and Administrative Analysts bargaining unit. As part of the February 2021 MOU amendment, FPPA agreed to defer three base wage increases (2 percent from January 2021 to June 2022; 2 percent from January 2022 to January 2023; and 1 1/2 percent from June 2022 to June 2023), the value of which equals 6.3 percent of an annual base wage for each bargaining unit member. The Tentative Agreement provides for a cash payment to each full time and half-time bargaining unit member in two installments (the first in FY 2021-22, the second in FY 2022-23) equal to 6.3 percent of an annual salary or \$1,000 to intermittent employees. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations contained in the CAO report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER VOTE

KORETZ: YES

HARRIS-DAWSON: YES

BONIN: ABSENT

ARL

6/15/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-