

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to Tentative Agreement and Amendment No. 1 in connection with the 2019-23 Memorandum of Understanding (MOU) for the Inspectors Bargaining Unit (MOU 05).

Recommendations for Council action:

1. APPROVE the Tentative Agreement, attached to the Council File, with the Municipal Construction Inspectors Association (MCIA) representing the Inspectors bargaining unit regarding a reopener of the MOU to discuss salaries.
2. APPROVE Amendment No. 1 to MOU 05, attached to the Council File, that would codify the provisions of the attached Tentative Agreement.
3. AUTHORIZE the Controller and 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 the Salary Reopener Tentative Agreement will be a total of approximately \$3 million in Fiscal Year (FY) 2022-23 and \$4 million in FY 2023-24.

Community Impact Statement: None submitted.

Summary:

On June 15, 2022, your Committee considered a June 9, 2022 CAO report relative to Tentative Agreement and Amendment No. 1 in connection with the 2019-23 MOU for MOU 05). According to the CAO, in February 2021, Council approved an agreement with MCIA 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) and deferring scheduled base wage increases. This resulted in the agreement between MCIA and the City to reopen the MOU to engage in discussions exclusively about wages.

At the direction of the Executive Employee Relations Committee (EERC), the CAO met with MCIA from January through April 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with MCIA for the Inspectors bargaining unit. As part of the February 2021 MOU amendment, MCIA agreed to defer two base wage increases (2 percent from July 2021 to July 2022; and 2 percent from June 2022 to January 2023). The proposed Tentative Agreement provides a non-pensionable, biweekly bonus of three percent (3 percent) of each eligible employee's regular base rate of pay. The bonus will commence on July 3, 2022, and will cease on July 1, 2023. On July 2, 2023, all base hourly rates for all classifications represented in MOU 05 shall be increased by three percent (3 percent). 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-**