

RESOLUTION NO 7372

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PICO RIVERA, CALIFORNIA, APPROVING SALARY RANGES FOR THE SERVICE EMPLOYEES' INTERNATIONAL UNION – DIRECTORS UNIT PER MEMORANDUM OF UNDERSTANDING FAIRNESS PROVISION

WHEREAS, The City Council approved the Service Employees' Internation Union (SEIU) – Directors Unit on July 29, 2024, and

WHEREAS, This agreement was reached with the understanding and documentation in Article 1 Preamble that during the term of the Memorandum of Understanding (MOU), "should any recognized City bargaining unit reach a signed agreement that results in a higher benefit than provided to members of the Unit, the City agrees to adjust the specified benefit to an equivalent amount" and

WHEREAS, SEIU – Full-Time Bargaining Unit and Mid Managers and Professional & Confidential Employees Association (CEA) have reached an agreement, which was approved by Council on October 22, 2024, for Cost of Living Adjustment (COLA) amounts as follows

- 4% COLA effective first full pay period in July 2024
- 3% COLA effective first full pay period in July 2025
- 3% COLA effective first full pay period in July 2026

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Pico Rivera as follows

SECTION 1. Per the SEIU – Director's MOU, the City agreed to adjust the specified benefit, in this case annual COLAs, to the equivalent of what is offered to the other unions. These COLA increases will be adjusted retroactive to the first full pay period of July 2024. The preceding years will be adjusted in the first full pay period of July of each respective years set forth in Exhibit "A," attached hereto is hereby adopted

SECTION 2. The City Council reserves the right and discretion to review and amend this Resolution as it deems necessary

SECTION 3. The City Clerk shall attest to the passage of this resolution, and it shall thereupon be in full force effect.

[Signatures on the following page]

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APPROVED AND PASSED this 12th day of November, 2024.



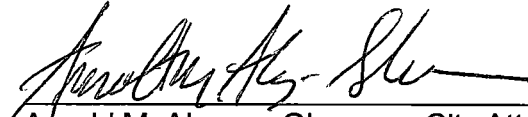
Andrew C Lara, Mayor

ATTEST:

Cynthia Ayala, City Clerk

APPROVED AS TO FORM:



Arnold M. Alvarez-Glasman, City Attorney

AYES Garcia, Lutz, Sanchez, Lara

NOES None

ABSENT Camacho

EXHIBIT A – SALARY RANGES FOR UNIT EMPLOYEES

YEAR ONE – FY 2024/25

Position	Minimum 2024-2025 4%	Middle 2024-2025 4%	Maximum 2024-2025 4%
Assistant City Manager	\$16,722	\$18,749	\$20,775
Director	\$13,228	\$15,807	\$18,387
Deputy Director	\$11,861	\$13,005	\$14,149
City Clerk	\$10,475	\$11,660	\$12,846

YEAR TWO – FY 2025/26

Position	Minimum 2025-2026 3%	Middle 2025-2026 3%	Maximum 2025-2026 3%
Assistant City Manager	\$17,224	\$19,311	\$21,398
Director	\$13,625	\$16,282	\$18,939
Deputy Director	\$12,217	\$13,395	\$14,574
City Clerk	\$10,789	\$12,010	\$13,231

YEAR THREE – FY 2026/27

Position	Minimum 2026-2027 3%	Middle 2026-2027 3%	Maximum 2026-2027 3%
Assistant City Manager	\$17,741	\$19,890	\$22,040
Director	\$14,033	\$16,770	\$19,507
Deputy Director	\$12,584	\$13,797	\$15,011
City Clerk	\$11,113	\$12,371	\$13,628



To: Mayor and City Council

From: City Manager

Meeting Date: November 12, 2024

Subject: AMENDMENT TO THE EXISTING 2024-2027 SERVICE EMPLOYEES' INTERNATIONAL UNION – DIRECTORS UNIT MEMORANDUM OF UNDERSTANDING

Recommendation.

- 1 Approve a resolution approving the new salary ranges (Exhibit A) for Service Employees' International Union (SEIU) – Directors Union, and
- 2 Approve an amendment to the existing 2024-2027 SEIU – Directors Unit Memorandum of Understand (MOU), Article 11, Section D, Subsection 1, Cash-in-Lieu of Benefits Program and Appendix B – Salary Ranges for SEIU – Directors Unit Employees in accordance with the fairness provision in the Memorandum of Understanding (MOU) effective from July 1, 2024, through June 30, 2027

Fiscal Impact:

The "Background" and "Discussion" sections of this agenda report lists the negotiated terms of the July 1, 2024 – June 30, 2027, approved MOU. There is no fiscal impact to the General Fund as it relates to the changes in the Cash-in-Lieu of Benefits language.

The estimated total cost of the salary adjustments due to the fair provision of the MOU over the three (3) years is \$285,057.

Background:

In the approved 2024-2027 MOU, the City of Pico Rivera negotiated the following verbiage for Article 11, Section D, subsection 1, paragraph 2 (Cash In-Lieu of Benefits Program)

Cash In-Lieu of Benefits Program amounts for new enrollees shall be equal to the PEMHCA minimum or two hundred dollars (\$200), whichever is higher. Current participants will be grandfathered into the cash-in-lieu benefits program at a rate equal to

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eighty percent (80%) of the health program amount they would qualify for. The amount will be distributed through the normal payroll process in twenty-four (24) equal payments.

This benefit is also available to the other two (2) unions, SEIU Local 721 – Full Time and Mid Managers and Professional & Confidential Employees Association (CEA), however, the language in these MOUs is as follows:

Cash In -Lieu of Benefits Program amounts for new employees hired after September 13, 2022, shall be equal to the PEMCHA minimum or \$200, whichever is higher. Existing participants hired on or before September 13, 2022, will be grandfathered into the cash-in-lieu benefits program at a rate equal to eighty percent (80%) of the health program amount they would qualify for. This amount will be distributed through the normal payroll process in twenty-four (24) equal payments.

On July 29, 2024, the City Council approved SEIU-Directors' MOU for July 1, 2024, through June 30, 2027. Cost of Living Adjustment (COLA) amounts were agreed as follows:

- 3% COLA effective first full pay period in July 2024
- 2% COLA effective first full pay period in July 2025
- 2% COLA effective first full pay period in July 2026

This agreement was reached with the understanding and documentation in Article 1 Preamble that during the term of the MOU, "should any recognized City bargaining unit reach a signed agreement that results in a higher benefit than provided to members of the Unit, the City agrees to adjust the specified benefit to an equivalent amount"

Discussion:

The language in both SEIU Full-Time and CEA MOUs are more detailed and defined by effective dates, which provide a clearer interpretation of the Cash-in-Lieu section. We recommend using the same Cash-in-Lieu vocabulary in the SEIU-Directors MOU to ensure consistency in the MOUs.

Since the ratification and approval of the SEIU – Directors' MOU, SEIU – Full-Time Bargaining Unit and CEA have reached an agreement, which was approved by Council on October 22, 2024, for COLA amounts as follows.

- 4% COLA effective first full pay period in July 2024
- 3% COLA effective first full pay period in July 2025
- 3% COLA effective first full pay period in July 2026

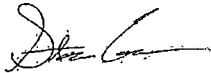
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Per the SEIU – Director's MOU, City agreed to adjust the specified benefit, in this case annual COLAs, to the equivalent of what is offered to the other unions. These COLA increases will be adjusted retroactive to the first full pay period of July 2024. The preceding years will be adjusted in the first full pay period of July of each respective year.

Conclusion:

Staff recommends City Council approve the resolution approving the new salary ranges (Exhibit A) for SEIU – Directors Union and approve the amendment to language changes in the SEIU – Directors' MOU regarding the Cash-in-Lieu section of the MOU.



Steve Carmona

SC.AG KS:sp

Enclosures. 1) Resolution/Exhibit A
2) Memorandum of Understanding (Amended)