



## Legislation Text

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**File #:** 18-231, **Version:** 1

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*Report Prepared by: Deneen Proctor, Director of Support Services*

**SUBJECT:** Memorandum of Understanding with Merced Association of City Employees (MACE)

### REPORT IN BRIEF

Consider approving Memorandum of Understanding with Merced Association of City Employees (MACE).

### RECOMMENDATION

**City Council** - Adopt a motion approving **Resolution 2018-31**, a Resolution of the City Council of the City of Merced, California, approving a Memorandum of Understanding with Merced Association of City Employees; and authorizing the City Manager or Assistant City Manager to execute the necessary documents.

### ALTERNATIVES

1. Approve, as recommended by staff; or,
2. Deny; or
3. Refer back to staff with instructions.

### AUTHORITY

Resolution No. 80-106 - Resolution of the City Council of the City of Merced establishing an Employer-Employee Organizations Relations Policy.

Meyers Milias Brown Act

### CITY COUNCIL PRIORITIES

As provided for in the 2017-18 Adopted Budget

### DISCUSSION

The City's negotiations team and the MACE unit have completed the collective bargaining process and have reached agreement on a contract. The contract is consistent with City Council direction and provides base wage increases and other benefits in accordance with the anticipated revenue forecast along with updating the MOU language to align with new state and federal laws. Therefore, staff recommends adoption of the Resolution approving the Memorandum of Understanding.

A summary of the items agreed upon in this Memorandum of Understanding are as follows:

- Term: Two years - the term of the agreement shall be effective January 1, 2018 and shall

remain in effect through December 31, 2019.

- Wages: Base wage increases will be effective the first pay period of the fiscal year as follows: year one (2018) 2.50% and year two (2019) 2.50%.
- Wage reopener: Contingent upon the City having a final, completed compensation study, wither the City or the Association may reopen negotiations for consideration of base wage increases.
- Overtime: For purposes of computing overtime hours worked and hours worked and time during which an employee is excused from work because of vacation, holiday, sick or authorized compensatory time off (CTO) shall be considered as time worked by the employee.
- Call Back: A minimum of two hours shall be paid to an employee who is called back to work.
- Standby: For those employees placed on standby on a holiday shall receive 4 hours pay.
- Vacation: Additional hours of vacation will be granted to employees completing 15 years of service.
- Vacation Payout: Allow employees the option to annually cash out a maximum of 20 accrued vacation hours.
- Protective Clothing: The annual amount provided to employees to purchase work boots increased by \$150.00 for a total of \$200.00 annually.
- Basic Hand Tool: Employees who are require to supply a basic set of hand tools as a requirement of their job shall be reimbursed up to \$300.00 per year.

## IMPACT ON CITY RESOURCES

The total impact of the MOU on General Fund and other operating funds is approximately \$775,000. Funding has been included in the City Manager's Recommended FY 2018/19 budget. No additional budget appropriation is necessary.

## ATTACHMENTS

1. Resolution 2018-31
2. Memorandum of Understanding (Appendix A)