



# STAFF REPORT

AGENDA NO: 8m

MEETING DATE: November 18, 2019

**To:** Honorable Mayor and City Council

**Date:** November 18, 2019

**From:** Sonya M. Morrison, Human Resources Director – (650) 558-7209

**Subject:** Adoption of a Resolution Approving a Memorandum of Understanding between the AFSCME Local 829 Burlingame Association of Middle Managers Unit and the City of Burlingame, and Authorizing the City Manager to Execute the Memorandum on Behalf of the City

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## **RECOMMENDATION**

Staff recommends that the City Council adopt the attached resolution authorizing the City Manager to amend the Memorandum of Understanding (MOU) between the AFSCME Local 829 Burlingame Association of Middle Managers (BAMM) Unit and the City of Burlingame, and authorizing the City Manager to execute the MOU on behalf of the City effective January 1, 2020, through December 31, 2022.

## **BACKGROUND**

The AFSCME Local 829 BAMM Unit represents 20 employees throughout the City. Their labor agreement expires on December 31, 2019.

The City and the AFSCME Local 829 BAMM Unit have met and conferred in good faith on the terms and conditions of employment as provided by State law and have negotiated the terms of a new agreement. The AFSCME Local 829 BAMM Unit ratified tentative agreements that are within the authority provided by the City Council.

## **DISCUSSION**

The major terms of the new MOU are similar to those included in the recent agreements with the AFSCME Local 829 Maintenance and Administrative Units, the Police Officers Association, the Police Sergeants Association, the Association of Police Administrators, the Teamsters Local 856, and the Department Head and Unrepresented Employees Unit, and are as follows:

*Term:*

- Three years, January 1, 2020, through December 31, 2022

*Salary:*

- 4.5 % increase effective the pay period containing January 1, 2020, plus 2.0% equity adjustment for the Senior Accountant and Management Analyst classifications, and 1% equity adjustment for the Police Services Manger classification
- 2.5% increase effective the pay period containing January 1, 2021
- 2.0% increase effective the pay period containing January 1, 2022

*Health Reimbursement Arrangement:*

- The City shall contribute 1.0% of base pay to a Retiree Health Reimbursement Arrangement (HRA) account for employees.

*Retiree Medical:*

- For employees hired on or after November 1, 2011, the City shall make contributions, based on base pay, to a retiree HRA account based on years of service. From date of hire to the fifth anniversary, the contribution will be 2.0%; starting the fifth anniversary through the 19<sup>th</sup> year of service, the contribution will be 3.0%; for 20 or more years of service, the contribution is 5.5%.
- The City shall make one-time retroactive payments to retiree HRA accounts for AFSCME Local 829 BAMM Unit employees hired between November 1, 2011 and December 31, 2019, based on the formula above.

*Medical:*

- The City will contribute up to the third highest cost Bay Area premium rate for employee only, up to the third highest cost Bay Area premium rate for employee plus one, and up to the Bay Area premium Kaiser Family rate for employee plus two or more.
- Cash in lieu of medical insurance (\$350) shall be taken as taxable income.

*Safety Shoe Reimbursement:*

- The City shall reimburse employees required to wear safety shoes for the cost of two pairs of safety shoes per fiscal year, up to a maximum of \$325.

*Dental and Vision Plan:*

- The City shall enhance the dental and vision plans by increasing reimbursements by \$600 per year for employees and \$500 for dependents for dental and \$400 per year for employees and \$250 for dependents for vision.

*Language and Operational Changes:*

- The MOU contains language updates and operational/procedural changes based on the attached tentative agreements.

**FISCAL IMPACT**

The annual fiscal impact of these negotiated changes to the FY2019-20 budget is approximately \$195,000 for the AFSCME Local 829 BAMM Unit.

Exhibits:

- Resolution
- Tentative Agreements – BAMM Unit