



CITY OF POMONA

COUNCIL REPORT

October 7, 2019

To: Honorable Mayor and Members of the City Council

From: Linda Lowry, City Manager

Submitted By: Linda Matthews, Human Resources/Risk Management Director

SUBJECT: APPROVAL OF MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF POMONA AND THE POMONA PART-TIME GENERAL UNIT TEAMSTERS LOCAL 1932 AND CITYWIDE SALARY SCHEDULE

RECOMMENDATION:

It is recommended that the City Council adopt the following resolutions:

RESOLUTION NO. 2019-138 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA APPROVING A TWO (2) YEAR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF POMONA AND THE POMONA PART-TIME GENERAL UNIT TEAMSTERS LOCAL 1932 FROM OCTOBER 1, 2019 THROUGH SEPTMEBER 30, 2021.

RESOLUTION NO. 2019-142 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA AMENDING THE CITYWIDE SALARY SCHEDULE FOR FISCAL YEAR 2019/2020 TO REFLECT GENERAL SALARY INCREASES AND CHANGES TO CERTAIN POSITIONS PREVIOUSLY APPROVED BY THE CITY COUNCIL.

EXECUTIVE SUMMARY: Teamsters Local 1932 represents the Pomona Part-Time General Unit (PTG Teamsters), which includes approximately 200 part-time City employees in a variety of classifications. Approval of the first resolution (Attachment 1) will authorize a two-year successor Memorandum of Understanding (MOU) with PTG Teamsters from October 1, 2019 through September 30, 2021. The change to terms include salary increases of four percent (4%) effective October 1, 2019 and October 1, 2020; special salary adjustments in December 2019 and 2020 related to State mandated minimum wage increases; and other minor changes as described below. Approval of the second resolution (Attachment 2) will amend the citywide salary schedule for FY 2019/20 to reflect the changes proposed herein, salary changes as a result of

recent labor negotiations adopted by City Council on September 9, 2019, and September 16, 2019, and additions and changes to certain positions approved by City Council on September 16, 2019.

FISCAL IMPACT: The estimated cost of the agreement for PTG Teamsters is \$86,258 for Fiscal Year (FY) 2019/20 and \$89,709 for FY 2020/21, of which \$61,785 and \$64,256 is from the General Fund, respectively. Necessary budget adjustments for FY 2019/20 will be presented to the City Council for approval as part of the first quarter budget report. Future costs for this agreement will be budgeted for in the appropriate fiscal year.

DISCUSSION: Teamsters Local 1932 represents the Pomona Part-Time General Unit (PTG Teamsters), which includes approximately 200 part-time City employees in a variety of classifications. The current MOU with PTG Teamsters expires September 30, 2019. The City met and conferred with PTG Teamsters regarding terms and conditions of employment. The tentative agreement is being presented to the City Council for approval in Attachment 1. The key terms of the MOU are described below.

Term - The Term will be for two (2) years beginning October 1, 2019 to September 30, 2021.

Salary Increase - 4% salary increase effective October 1, 2019 and another 4% increase effective October 1, 2020.

Special Salary Adjustments - In addition to the general salary increases, special adjustments to the salary ranges related to the State minimum wage increases and other salary realignments are being made to nine (9) PTG classifications effective December 22, 2019 and December 20, 2020. These special adjustments are shown in bold italics in the table below:

Assignment Title	Current Rates (Prior to proposed 4% increase on 10/1/2019)		Proposed Rates Effective Dec 22, 2019 (special adjustment after 2019 4% increase)*		Proposed Rates Effective Dec 20, 2020 (special adjustment after 2020 4% increase)*	
	Min Rate	Max Rate	Min Rate	Max Rate	Min Rate	Max Rate
Community Service Specialist I	12.00	14.59	<i>13.00</i>	<i>15.81</i>	<i>14.00</i>	<i>17.02</i>
Community Service Specialist II	13.20	17.16	<i>14.30</i>	17.85	<i>15.40</i>	<i>18.72</i>
Intern	12.00	20.72	<i>13.00</i>	21.55	<i>14.00</i>	22.41
Library Clerk I	12.00	20.72	<i>13.00</i>	21.55	<i>14.00</i>	22.41
Library Page	12.00	14.58	<i>13.00</i>	<i>15.81</i>	<i>14.00</i>	<i>17.02</i>
Maintenance Worker I	12.00	19.57	<i>13.00</i>	<i>21.20</i>	<i>14.00</i>	<i>22.83</i>
Office Assistant I	12.00	20.72	<i>13.00</i>	21.55	<i>14.00</i>	22.41
Office Assistant II	18.77	37.15	19.52	<i>27.20</i>	20.30	28.29
Police Cadet	12.00	14.83	<i>13.00</i>	<i>16.07</i>	<i>14.00</i>	<i>17.30</i>

The rates that are not in bold italics in the above table are modified based upon the 4% increases effective October 1, 2019 and October 1, 2020 with no special adjustments.

The State minimum wage is increasing from \$12 to \$13 per hour effective January 1, 2020 and will increase again from \$13 to \$14 per hour effective January 1, 2021. If the State defers the associated minimum wage adjustment, the wages shall not change until the date of the State minimum wage adjustment. Other adjustments were made to avoid wage compaction with higher level classifications or to adjust the maximum rate of the range to maintain reasonable width in the range in order to maintain a competitive market rate. The Office Assistant II maximum rate is being realigned with the top rate of the full-time Administrative Assistant III classification. All incumbents that are below the minimum rate of the range will be adjusted to the minimum rate upon implementation.

In addition, other minor language changes are being made as follows: clarify some language provisions; modify union rights to reflect recent changes in the law; and delete obsolete language. The complete MOU is included in Attachment 1, Exhibit A and shows all of the changes, with new language underlined and old language shown with a strikethroughs.

Attachment 2 is a resolution amending the citywide Salary Schedule for Fiscal Year 2019/20. In accordance with the requirements of the California Code of Regulations, Title 2, Sections 570.5 and 571, the City must adopt and publically post a consolidated Salary Schedule for all City classifications. The amended Salary Schedule reflects the following actions: 1) changes to salaries for the PTG Teamsters Unit as recommended in this staff report; 2) salary increases for sworn Police classifications approved by City Council on September 9, 2019; 3) salary increases for all other represented and unrepresented groups approved by City Council on September 16, 2019; and 4) the addition of a Buyer position at range MC-059 and adjustments to the salary for the Community Services Manager to Range EB-082 approved by City Council on September 16, 2019.

COUNCIL PRIORITIES & GOALS:

This item supports the 2019-2020 City Council Priorities 1 through 4: Fiscal and Operational; Economic Development; Clean and Safe Communities; and Infrastructure.

Prepared by: Linda Matthews, Human Resources/Risk Management Director

ATTACHMENT:

Attachment No. 1 – Resolution No. 2019-138

Exhibit A – Memorandum of Understanding with the Pomona Part-time General Unit
Represented by Teamsters Local 1932

Attachment No. 2. – Resolution No. 2019-142

Exhibit A – Citywide Salary Schedule for Fiscal Year 2019/20