



DATE: June 2, 2021

TO: Mayor and Members of the City Council

FROM: John R. Gillison, City Manager

INITIATED BY: Robert Neiuber, Human Resources Director
Lucy Alvarez-Nunez, Management Analyst

SUBJECT: Consideration to Adopt a Resolution Approving a Memorandum of Understanding Between the City of Rancho Cucamonga and the Rancho Cucamonga Management Association. **(RESOLUTION NO. 2021-043)**
(CITY)

RECOMMENDATION:

Staff recommends that the City Council adopt the attached resolution approving a one-year memorandum of understanding between the City of Rancho Cucamonga and the Rancho Cucamonga Management Association.

BACKGROUND:

The City Council previously approved a two-year memorandum of understanding between the City of Rancho Cucamonga and the Rancho Cucamonga City Employees Association (RCCEA), effective July 1, 2018 to June 30, 2020. On December 16, 2020, the City Council approved a resolution imposing the terms set forth in the City's last, best and final offer to RCCEA.

In March 2021, the Mid-Management group petitioned to separate from the Rancho Cucamonga Employees Association to form their own bargaining unit called the Rancho Cucamonga Management Association (RCMA).

ANALYSIS:

In March and April of 2021, the City and RCMA met and conferred in good faith. The parties negotiated a one-year memorandum of understanding with no salary increases in recognition of the economic impacts resulting from the pandemic. In addition, the parties agreed to eliminate language requiring 6 months of service before being able to use floating holidays and personal leave; implementation of automatic enrollment into deferred compensation at the amount equal to City match for new employees with an opt out provision; updates regarding constructive receipt language; increased administrative leave from 75 to 85 hours per fiscal year; and other minor clarifying adjustments. All new terms are effective the first full pay period in July 2021. RCMA voted to approve the negotiated terms in early May 2021.

Staff recommends the City Council adopt the attached resolution approving the MOU between the City and the Rancho Cucamonga Management Association.

Upon approval by the City Council, the MOU would be effective June 2, 2021 to June 30, 2022.

FISCAL IMPACT:

None. This MOU will not result in any additional costs to the City.

COUNCIL MISSION / VISION / GOAL(S) ADDRESSED:

This item addresses the Council's core value of working together cooperatively and respectfully with each other, staff, and all stakeholders.

ATTACHMENTS:

Attachment 1 – Resolution No. 2021-043

Attachment 2 – Memorandum of Understanding