



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 City Employees Association. **(RESOLUTION NO. 2021-044)**
(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 City Employees 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.

Until recently, RCCEA consisted of three employee groups including Mid Managers, Supervisory Professionals, and General Employees. In March 2021, the Mid Management group petitioned to separate from RCCEA to form their own bargaining unit called the Rancho Cucamonga Management Association (RCMA). As a result, RCCEA now consists of Supervisory Professional and General Employee groups.

ANALYSIS:

Beginning January 2021, the City and RCCEA met and conferred in good faith. In May 2021, the parties negotiated a one-year memorandum of understanding including the following provisions:

- An increase in salary to two positions that are 10% or greater out of market when looking at the salary only results of the 2020 RCCEA salary survey to bring them up to 10% below market. The Animal Services Supervisor was shown to be 21.98% below market and will receive a 12% increase to bring the position 10% below market. The Human Resources Technician was shown to be 14.26% below market and will receive a 4.5% increase to bring the position to 10% below market.
- Elimination of language requiring 6 months of service before being able to use a floating holiday and personal leave.
- Implementation of automatic enrollment into deferred compensation for new employees

- capped at \$50 per month with an opt-out provision.
- Modification of shoe allowance to permit the purchase of shoes or accessories.
- Modification of constructive receipt language to have buy back occur twice annually, in June and in November.
- Other clarifying modifications.

In addition, the parties agreed to a *conditional* 1.5% COLA along with a 1% decrease to EPMC paid by the City for all Tier I, II, and III CalPERS classic members, both starting the first full pay period in May 2022, if all of the following provisions are met:

- The third and fourth quarters of CY 2021 include additional sales tax of at least 5% greater (after adjustments for overpayment, mistakes, or other similar items) than the same two quarters in CY 2019.
- The third and fourth quarters of CY 2021 include Transient Occupancy Tax (TOT) that is at least equal to the same two quarters in CY 2019.
- The first quarter of CY 2022 includes TOT that is at least equal to the first quarter of 2020.

Staff recommends the City Council adopt the attached resolution approving the MOU between the City and the Rancho Cucamonga City Employees Association. Upon approval by the City Council, the MOU would be effective June 7, 2021 to June 30, 2022.

FISCAL IMPACT:

The cost for moving the two positions that are greater than 10% out of market to 10% below market is \$28,000 for FY 21-22. The cost of the conditional COLA increase and reduction in EPMC is \$29,100 for May and June of FY 21-22.

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. 2021-044

Attachment 2 – Memorandum of Understanding