



# CITY OF SANTA BARBARA

## COUNCIL AGENDA REPORT

**AGENDA DATE:** April 9, 2013

**TO:** Mayor and Councilmembers

**FROM:** City Administrator's Office

**SUBJECT:** Introduction Of Ordinances To Amend The Memoranda Of Understanding With Hourly And Treatment And Patrol (TAP) Bargaining Units

**RECOMMENDATION:** That Council

- A. Introduce and subsequently adopt, by reading of title only, An Ordinance of the Council of the City of Santa Barbara Amending the Existing 2008-2012 Memorandum Of Understanding Between the City Of Santa Barbara and the Hourly Employees' Bargaining Unit to Extend the Term Through December 31, 2013 and to Reflect New Pension Requirements; and
- B. Introduce and subsequently adopt, by reading of title only, An Ordinance of the Council of the City of Santa Barbara Amending the 2011-2013 Memorandum of Understanding Between the City of Santa Barbara and the Patrol Officers' and Treatment Plants' Bargaining Units (TAP Units) to Include Appendix H Regarding the Transfer of Meter Readers to the Bargaining Unit.

### **DISCUSSION:**

This action will update current Memoranda of Understanding (MOUs) to incorporate additional terms of agreement reached with SEIU, Local 620.

#### Hourly

The 2008-2010 labor agreement with the Hourly Bargaining Unit, represented by SEIU, Local 620 (SEIU), allowed for its terms to be extended for an additional year by mutual agreement. The agreement was already extended twice, once through December 31, 2011 and again through December 31, 2012. Negotiators for the union and the City met and agreed to extend the agreement for a third additional year, until December 31, 2013. This amendment will update the agreement term and renegotiation dates to reflect that extension. The amendment will also reflect the pension changes for new employees that are mandated by the California Public Employees' Pension Reform Act of 2013 to apply to any extension of a labor agreement after December 31, 2012. There are no other changes to the terms and conditions of employment.

Treatment and Patrol

During bargaining with the General Bargaining Unit in 2012, the City and SEIU, Local 620, agreed to a methodology to reclassify water meter readers to a new hybrid “meter reader/wastewater distribution operator-in-training” classification in order to provide cross-training and advancement opportunities within the wastewater distribution division. As part of that sideletter agreement, these classifications were moved from the General Bargaining Unit to the Treatment Bargaining Unit effective October 1, 2012. This amendment adds Appendix H to the Treatment and Patrol MOU to reflect that agreement.

**BUDGET/FINANCIAL INFORMATION:**

These amendments do not include any changes to current salaries and benefits, so there will be no budget impact.

**PREPARED BY:** Kristy Schmidt, Employee Relations Manager

**SUBMITTED BY:** Marcelo López, Assistant City Administrator

**APPROVED BY:** City Administrator's Office