



Office of the City Manager

CONSENT CALENDAR
June 25, 2024

To: Honorable Mayor and Members of the City Council
 From: Dee Williams-Ridley, City Manager
 Submitted by: Aram Kouyoumdjian, Director of Human Resources
 Subject: Memorandum of Understanding: SEIU Local 1021 Maintenance & Clerical Chapters

RECOMMENDATION

Adopt a Resolution 1) approving a successor Memorandum of Understanding (hereafter referred to as "MOU") with the Service Employees International Union Local 1021 Maintenance and Clerical Chapters (hereafter referred to as the "Union") for a three-year term from June 27, 2024 to July 26, 2027 and authorizing the City Manager to execute and implement the terms and conditions of employment set forth in the new MOU and to make non-substantive edits to the format and language of the MOU in alignment with the tentative agreement, and conforming to legal requirements; and 2) approving a new Classification and Salary table for SEIU Local 1021 Maintenance and Clerical Chapter classifications that implement the salary adjustments reflected in the new MOU and supersede prior salary resolutions.

The terms of the proposed 2024-2027 MOU are within the parameters of authority approved by Council in closed session.

FISCAL IMPACTS OF RECOMMENDATION

The anticipated costs of the agreement are \$4,405,520 in the first year, \$7,999,643 in the second year, and \$10,753,076 in the third year.

CURRENT SITUATION AND ITS EFFECTS

Notable changes in the 2024-2027 MOU are along four dimensions:

- (1) **COLA Increases:** The terms of the new MOU provide for a 6.0% wage increase effective the start of the first full pay period after Council adoption; a 4.0% wage increase effective the first full pay period in July 2025; and a 4.5% wage increase in the FY 2026-2027 fiscal year, of which 2.5% will be effective the first full pay period in July 2026 and 2.0% will be effective the first full pay period in January 2027.

- (2) **Longevity Pay:** Effective the first full pay period in July 2026, the MOU modifies the current longevity pay structure to provide 3% longevity pay beginning with the 15th year of service. (Under the current contract, longevity is triggered at the beginning of the 20th year of service.)
- (3) **Holiday:** The last Monday in March will be observed as Cesar Chavez Day.
- (4) **Differentials and Allowances:** All remaining features of the agreement are changes of modest value to differentials (e.g., 5% differential for 311 assignment) and allowances (e.g., increases of \$100 for safety shoe allowance and uniform allowance). Most of them take effect in July 2025. These changes are specified in the “tracked changes” version of the proposed MOU (attached as Exhibit B).

Other modifications include removal of outdated provisions, updated language to reflect changes in the law, and agreement to conduct reviews of specifically designated job classifications within the next 18 months.

BACKGROUND

The City’s labor contract with the Union is set to expire on June 26, 2024. In an effort to reach agreement on a successor MOU, representatives of the City and representatives of the Union commenced negotiation sessions beginning on March 29, 2024. The parties reached a tentative agreement on May 31, 2024.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

The City’s labor contract with SEIU Local 1021 Maintenance & Clerical Chapters is set to expire on June 26, 2024, triggering the need to negotiate a successor agreement.

The recommended COLA increases (and modification to longevity pay) address inflation and aim to keep the City of Berkeley competitive in its recruitment and retention efforts. The recommended changes to specific job classes and working conditions are necessitated by operational needs.

ALTERNATIVE ACTIONS CONSIDERED

Various alternative proposals were considered by the Union’s and the City’s negotiation teams before mutual agreement was reached on the proposed MOU.

CONTACT PERSON

Aram Kouyoumdjian, Director of Human Resources, (510) 981-6807.

Attachments:

- 1: Resolution: Memorandum of Understanding: Service Employees International Union Local 1021 Maintenance & Clerical Chapters

Exhibit A: Memorandum of Understanding Between the City of Berkeley and SEIU Local 1021 Maintenance & Clerical Chapters, 2024-2027 (Revised Version)

Exhibit B: Memorandum of Understanding Between the City of Berkeley and SEIU Local 1021 Maintenance & Clerical Chapters, 2024-2027 (Tracked Changes Version)

RESOLUTION NO. ##,###-N.S.

MEMORANDUM OF UNDERSTANDING: SEIU LOCAL 1021 MAINTENANCE & CLERICAL CHAPTERS (2024-2027)

WHEREAS, the City is obligated under the provisions of California Government Code Sections 3500-3511, commonly referred to as the Meyers-Milias-Brown Act, to meet and confer in good faith and attempt to reach agreement with representatives of recognized bargaining units on matters within the scope of representation including, but not limited to, wages, hours, and other terms and conditions of employment; and

WHEREAS, the City's labor contract with Service Employees International Union Local 1021 Maintenance & Clerical Chapters is set to expire and fully terminate on June 26, 2024; and

WHEREAS, representatives of the City and SEIU Local 1021 Maintenance & Clerical Chapters have met and conferred in good faith and have reached agreement on a new Memorandum of Understanding that incorporates all changes and modifications in wages, hours, and other terms and conditions of employment agreed to by the parties;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is hereby authorized to execute the new Memorandum of Understanding for the period June 27, 2024 through June 26, 2027 with SEIU Local 1021 Maintenance & Clerical Chapters, including changes in certain benefits on dates specified in the Memorandum of Understanding which is attached hereto, made a part hereof and marked Exhibit A, and to make non-substantive edits to the format and language of the MOU in alignment with the tentative agreement, and conforming to legal requirements; and

BE IT FURTHER RESOLVED that the Council of the City of Berkeley approves, and the City Manager is hereby authorized to effectuate, a new Classification and Salary table for SEIU Local 1021 Maintenance & Clerical Chapters that implement the salary adjustments reflected in the new MOU and supersede prior salary resolutions; and

BE IT FURTHER RESOLVED that a fully executed original of said contract is filed in the Office of the City Clerk.

Exhibits

A: Memorandum of Understanding Between the City of Berkeley and SEIU Local 1021 Maintenance & Clerical Chapters, 2024-2027 (Revised Version)

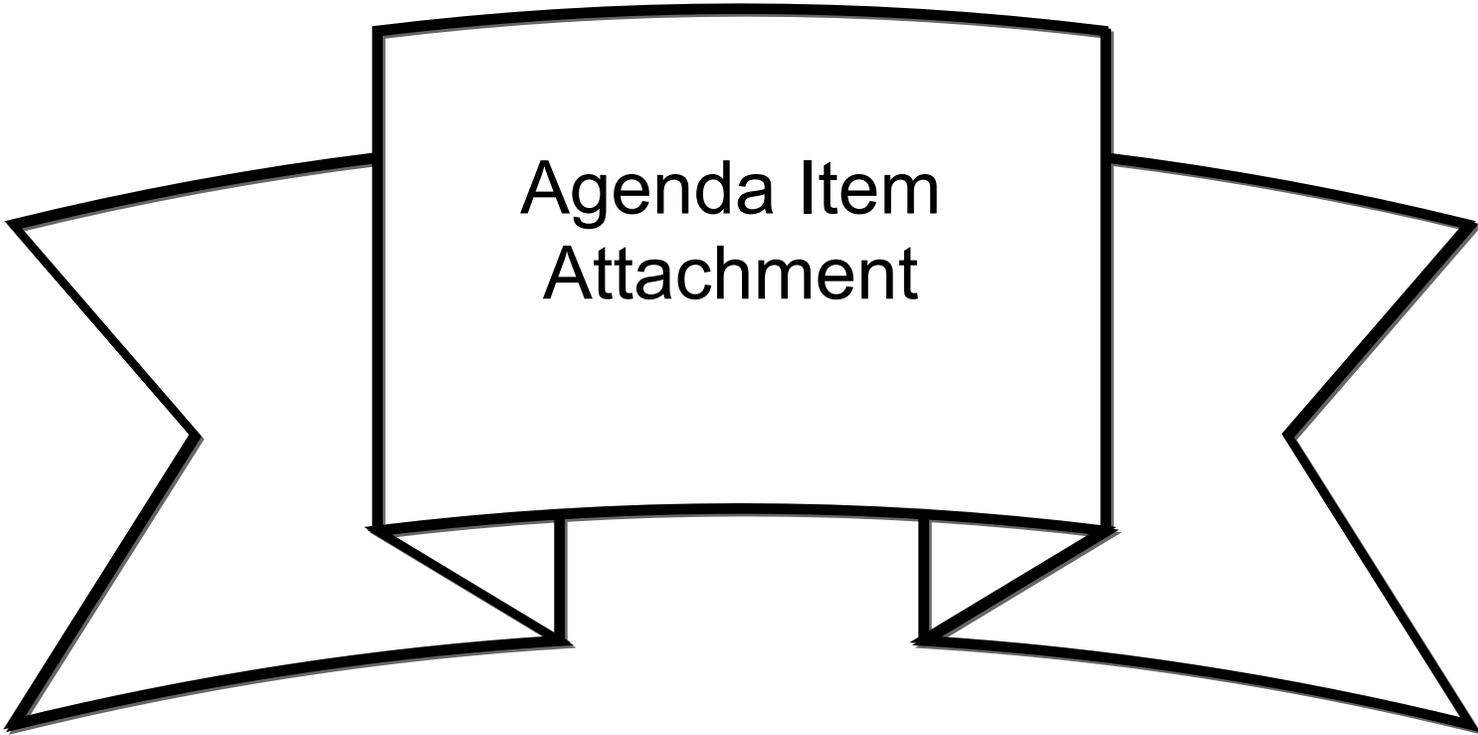
Internal

Memorandum of Understanding: SEIU Local 1021 Maintenance & Clerical

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B: Memorandum of Understanding Between the City of Berkeley and SEIU Local 1021 Maintenance & Clerical Chapters, 2024-2027 (Tracked Changes Version)



Agenda Item
Attachment

This attachment will be provided to the City Council and the public prior to the meeting (including posting to the city website) in accordance with the requirements for revised and supplemental materials in the Open Government Ordinance.

City Clerk Department
2180 Milvia Street
Berkeley, CA 94704
(510) 981-6900

The City of Berkeley, City Council's Web site:
<http://berkeleyca.gov>