



Legislation Details (With Text)

File #:	22-014	Version:	1
Type:	Administrative Items	Status:	Passed
File created:	1/4/2022	In control:	City Council/Public Financing Authority
On agenda:	1/18/2022	Final action:	1/18/2022
Title:	Adopt Resolution No. 2022-02 approving and implementing the Memorandum of Understanding (MOU) between the Huntington Beach Municipal Teamsters (HBMT) and the City of Huntington Beach for January 1, 2022, through December 31, 2024		
Attachments:	1. Att#1 Summary of MOU Modifications, 2. Att#2 Fiscal Impact Report, 3. Att#3 Resolution No. 2022-02, 4. Att#4 Exhibit A/Memorandum of Understanding, 5. Att#5 PowerPoint Presentation		

Date	Ver.	Action By	Action	Result
1/18/2022	1	City Council/Public Financing Authority		

REQUEST FOR CITY COUNCIL ACTION

SUBMITTED TO: Honorable Mayor and City Council Members

SUBMITTED BY: Sean Joyce, Interim City Manager

PREPARED BY: Brittany Mello, Administrative Services Director

Subject:

Adopt Resolution No. 2022-02 approving and implementing the Memorandum of Understanding (MOU) between the Huntington Beach Municipal Teamsters (HBMT) and the City of Huntington Beach for January 1, 2022, through December 31, 2024

Statement of Issue:

The Memorandum of Understanding (MOU) between the City of Huntington Beach and the Huntington Beach Municipal Teamsters (HBMT) expired on December 31, 2021. The City and HBMT have engaged in good-faith discussions, reaching tentative agreement in December 2021 on new MOU terms for a 3-year contract covering the period of January 1, 2022, through December 31, 2024. The MOU was approved for introduction at the December 21, 2021, meeting, and pursuant to the City's municipal code, is being brought back for formal consideration by the City Council.

Financial Impact:

Pursuant to the terms agreed upon with HBMT, the Finance Department estimates the total projected average annual cost increase of the MOU to be \$1,153,182 per year during the life of the agreement.

Recommended Action:

A) Adopt Resolution No. 2022-02, "A Resolution of the City Council of the City of Huntington Beach Approving and Implementing the Memorandum of Understanding Between the Huntington Beach Municipal Teamsters (HBMT) and the City for January 1, 2022, Through December 31, 2024;" and,

B) Authorize appropriations for all costs related to implementation of Resolution No. 2022-02 and all labor contracts approved by City Council on December 21, 2021.

Alternative Action(s):

Do not adopt the Resolution approving the successor MOU for HBMT employees, and direct staff to: (1) continue to meet and confer with the Association, or (2) utilize the impasse procedures contained within the City's Employer-Employee Relations Resolution.

Analysis:

The Huntington Beach Municipal Teamsters (HBMT) represents approximately 345 City employees.

Representatives for the City and HBMT engaged in active discussions over an extended period, ultimately reaching tentative agreement on contract terms for a 3-year period. Key changes in the proposed MOU include the following:

Terms of Agreement

January 1, 2022, through December 31, 2024

Salary Range Adjustment

- Effective January 1, 2022, employees will shift to a new, seven-step salary range (A - G). Classifications will be placed on the nearest Step F in the new range without losing any wages. Once on Step F, classifications will be moved to a range two percent (2%) higher. All employees will be placed on the step in the new salary range that is closest to their current base salary step without being less.
- Employees who have reached top step (Step G) will be eligible to earn an annual merit-based bonus of up to three percent (3%) of their base rate of pay at their regularly-scheduled performance evaluations.

Medical Benefits

- Effective January 1, 2022, the City's maximum monthly contribution to medical plan rates will increase by approximately 5%, up to \$831.19 for employee only; \$1,424.85 for two-party; and \$1,687.35 for family coverage, not to exceed the cost of the premium.
- Beginning January 1, 2023, the City's maximum monthly contribution will increase by \$23.33/month, up to \$854.52 for employee only; \$1,448.18 for two-party; and \$1,710.68 for family coverage, not to exceed the cost of the premium.

Leave Benefits

- Add Christmas Eve Day (December 24 each year) and New Year's Eve Day (December 31 each year) to the list of approved City-paid holidays.

These key changes and all other negotiated provisions are included in the proposed Memorandum of Understanding.

Environmental Status:

Not applicable.

Strategic Plan Goal:

Non Applicable - Administrative Item

Attachment(s):

1. Summary of Memorandum of Understanding Modifications
2. Fiscal Impact Report
3. Resolution No. 2022-02
4. Memorandum of Understanding - Exhibit "A"
5. PowerPoint Presentation