


# COUNCIL COMMUNICATION

	Number:	<b>20-044</b>	Meeting:	<b>February 10, 2020</b>
	Agenda Item:	<b>43B</b>	Roll Call:	<b>20-0270</b>
	Submitted by:	<b>James R. Wells, Human Resources Director</b>		

## AGENDA HEADING:

Approval of collective bargaining agreement with Municipal Employees Association (MEA) for the period July 1, 2020 through June 30, 2023.

## SYNOPSIS:

The current agreement with MEA expires June 30, 2020. The City has reached a voluntary agreement for a successor agreement for a period of three (3) years.

## FISCAL IMPACT:

Amount: The financial impact of the agreement is consistent with the proposed budget.

Funding Source: Salary and benefit costs are paid from the various departmental budgets that employ MEA employees.

## ADDITIONAL INFORMATION:

- The MEA represents 300 full-time, part-time and seasonal employees. MEA jobs ranges from customer service representatives, building and neighborhood inspectors to Public Safety Dispatchers. Specific items in the agreement are:
  - A 3-year term.
  - Across-the-board wage adjustments of 2.25% each year.
  - Ability to start new employees above the first step in the range.
  - Work schedule flexibility.
  - Overtime eligibility for Fair Labor Standards Act non-exempt employees only.
  - Weekly overtime versus daily overtime.
  - Change in vacation accrual schedule with a hard accrual cap.
  - Removal of certain items from the agreement to be administered through City policy, such as: employee training, access to employee files, and sick leave bank.
  - Addition of step relations to bereavement (funeral) leave to reflect current practice.
  - Reduced recall pay from two (2) to one (1) hour minimum. Eliminated recall pay for working remotely.
  - Increase pay for Police Information Technician one (1) pay grade.

**PREVIOUS COUNCIL ACTION(S):**

Date: October 9, 2017

Roll Call Number: [17-1781](#)

Action: Collective bargaining agreements for the period July 1, 2018 through June 30, 2020 with the following: [Council Communication No. 17-708](#)

- (A) [AFSCME](#), Council 61 and its Affiliated Local 3673. Moved by Gatto to adopt. Motion Carried 7-0.
- (B) [Municipal](#) Employees Association (MEA). Moved by Gatto to adopt. Motion Carried 7-0.

**BOARD/COMMISSION ACTION(S): NONE**

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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