



CITY COUNCIL AGENDA STATEMENT



October 6, 2020

File ID: 20-0414

TITLE

- A. RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING A SECOND AMENDMENT TO THE 2018-2020 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CHULA VISTA AND THE CHULA VISTA MID-MANAGERS/PROFESSIONAL ASSOCIATION (MM/PR) THAT WOULD EXTEND THE TERM OF THE MOU TO JUNE 30, 2021 AND TO PROVIDE FOR SPECIFIED CHANGES TO THE TERMS AND CONDITIONS OF EMPLOYMENT

- B. RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING THE REVISED FISCAL YEAR 2020-2021 COMPENSATION SCHEDULE EFFECTIVE OCTOBER 9, 2020, AS REQUIRED BY CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5

RECOMMENDED ACTION

Council adopt the resolutions.

SUMMARY

In May 2020, the City and the Chula Vista Mid-Managers/Professional Association (MM/PR) began negotiations seeking to extend the term of the Memorandum of Understanding (MOU). After good faith negotiations, an agreement (via a Second Amendment to the MOU) was subsequently reached to extend the term of the MOU to June 31, 2020 and to provide for specified changes to the terms and conditions of employment.

ENVIRONMENTAL REVIEW

Environmental Notice

The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

Environmental Determination

The Director of Development Services has reviewed the proposed activity for compliance with the California Environmental Quality Act (CEQA) and has determined that the activity is not a "Project" as defined under Section 15378 of the State CEQA Guidelines; therefore, pursuant to Section 15060(c)(3) of the State CEQA Guidelines, the activity is not subject to CEQA. Thus, no environmental review is required.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION

N/A

DISCUSSION

In December 2018, the City Council approved a Memorandum of Understanding between the City of Chula Vista and the Chula Vista Mid-Managers/Professional Association (MM/PR) related to wages and other terms and conditions of employment. In May 2020, the City and the Chula Vista Mid-Managers/Professional Association (MM/PR) began negotiations seeking to extend the term of the Memorandum of Understanding (MOU). After good faith negotiations and one extension to July 31, 2020, an agreement was subsequently reached to extend the term of the MOU to June 30, 2021 and to provide for specified changes to the terms and conditions of employment. This extension will provide MM/PR represented employees with an additional eight (8) hours of Floating Holiday for Fiscal Year 2020-2021, and to make the following Information Technology (IT) classification adjustments based on a classification study of all IT classifications in the City:

1. Senior Information Technology Support Specialist II (Terminal) shall be created with an E step salary of \$105,504.88 annually.
2. Senior Information Technology Support Specialist shall have an E step salary of \$95,742.36 annually.
3. All current Senior Information Technology Support Specialists and Senior Police Technology Specialists shall be retitled to Senior Information Technology Support Specialist II (Terminal).
4. Delete the Senior Police Technology Specialist classification.

Approval of Resolution A will approve the Second Amendment to the 2018-2020 Memorandum of Understanding between the City of Chula Vista and MM/PR.

Additionally, California Code of Regulations, Title 2, Section 570.5 requires that, for purposes of determining a retiring employee's pension allowance, the pay rate be limited to the amount listed on a pay schedule that meets certain requirements and be approved by the governing body in accordance with the requirements of the applicable public meeting laws. The revised Fiscal Year 2020-2021 Compensation Schedule ("Compensation Schedule") was last approved by the City Council at their meeting of July 28, 2020. This item ensures continued compliance with California Code of Regulations, Title 2, Section 570.5, by ensuring the City has an up-to-date, publicly approved Compensation Schedule.

Approval of Resolution B will approve the revised Fiscal Year 2020-2021 Compensation Schedule effective October 9, 2020, to reflect the above adjustments to the aforementioned IT classifications.

DECISION-MAKER CONFLICT

Staff has determined that the action contemplated by this item is ministerial, secretarial, manual, or clerical in nature and, as such, does not require the City Council members to make or participate in making a

governmental decision, pursuant to California Code of Regulations Title 2, section 18702.4(a). Consequently, this item does not present a conflict under the Political Reform Act (Cal. Gov't Code § 87100, et seq.). Staff is not independently aware, and has not been informed by any City Council member, of any other fact that may constitute a basis for a decision maker conflict of interest in this matter.

CURRENT-YEAR FISCAL IMPACT

The fiscal impact for the adjustments to the IT classifications is approximately \$14,077. No additional appropriations are requested at this time as staff will look for offsetting savings within the General Fund budget. If necessary, staff will request additional appropriations as part of the Quarterly Financial Report.

ONGOING FISCAL IMPACT

The ongoing costs associated with the proposed changes are approximately \$21,657 annually. The overall cost will increase along with future cost of living adjustments and benefit changes.

ATTACHMENTS

1. Second Amendment to the 2018-2020 Memorandum of Understanding between the City of Chula Vista and the Chula Vista Mid-Managers/Professional Association
2. Revised Fiscal Year 2020-2021 Compensation Schedule Effective October 9, 2020

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