

Lompoc City Council Agenda Item



City Council Meeting Date: August 2, 2011

TO: Laurel Barcelona, City Administrator

FROM: Beth Flamm-Overby, HR Manager
b_overby@ci.lompoc.ca.us

SUBJECT: MEMORANDUM OF UNDERSTANDING WITH EMPLOYEES
REPRESENTED BY TEAMSTERS UNION LOCAL 381

RECOMMENDATION:

That City Council approve:

1. the Memorandum of Understanding ("MOU") for the period of December 18, 2010 through December 16, 2012, between the employees represented by the Teamsters Union Local 381 and the City of Lompoc.
2. adopt Resolution No. 5740 (11), which provides salary/benefit adjustments outlined below for members of the Teamsters Local 381 bargaining unit.

DISCUSSION:

During recent months, representatives for the City and representatives of Teamsters Union Local 381 have met on a number of occasions and exchanged proposals concerning wages, hours, benefits, and other terms and conditions of employment. The last agreement expired December 17, 2010.

City representatives and the Teamsters Local 381 have reached a tentative agreement, subject to City Council approval. Major provisions of the new agreement include:

- From July 1, 2011 through June 30, 2012 an employee covered under this agreement shall be required to take ten and a half (10.5) unpaid furlough days off (the equivalent to eighty-four (84) hours).
- From July 1, 2012 through June 30, 2013 an employee covered under this agreement shall be required to take eight (8) unpaid furlough days off (the equivalent of sixty-four (64) hours).
- Beginning the first pay period following adoption of this MOU, employees under this agreement hired prior to July 1, 2011 or until such time as the City can affect a change in its CalPERS contract implementing a second tier retirement formula, shall pay one percent (1%) of the Employee Member Paid Contribution (EPMC).
- Employees under this agreement hired prior to July 1, 2012 or until such time as the City can affect a change in its CalPERS contract implementing a second tier retirement formula, shall pay a total of two percent (2%) of the EPMC, beginning pay period ending June 29, 2012.

- Effective July 1, 2011, or as soon thereafter that the City can affect a change in its CalPERS contract, all employees hired after the contract change effective date shall receive the “2% at age 60 Full Formula” (Government Code Section 21353) PERS retirement plan with their final compensation calculated based upon the average full-time monthly pay rate for the highest thirty-six (36) consecutive months. In conjunction with this formula, these new employees shall pay the entire employee CalPERS contribution, currently at seven percent (7%).

Accept as provided for above, the new agreement would be effective upon City Council ratification. The Teamsters represented employees recently approved the proposed Memorandum of Understanding at a general membership meeting.

Beth Flamm-Overby, Human Resources Manager

APPROVED FOR SUBMITTAL TO CITY COUNCIL:

Laurel Barcelona, City Administrator

Attachment: [Resolution NO. 5740\(11\)](#)