



MEMORANDUM

TO: CITY COUNCIL

FROM: MICHAEL STEVENS, DIRECTOR OF ADMINISTRATIVE SERVICES

BY: LISA CHRISTENSEN, HUMAN RESOURCES MANAGER

SUBJECT: CONSIDERATION OF A SIDE LETTER OF AGREEMENT TO THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 620 MEMORANDUM OF UNDERSTANDING

DATE: JULY 28, 2020

SUMMARY OF ACTION:

Approval of the Side Letter of Agreement with the Service Employees International Union Local 620 (SEIU) will extend the current terms, conditions, and salaries until June 30, 2021.

IMPACT ON FINANCIAL AND PERSONNEL RESOURCES:

Acceptance of the Side Letter of Agreement will maintain the current level of salaries and benefits for FY 2020-21.

RECOMMENDATION:

It is recommended the City Council adopt a Resolution approving a Side Letter of Agreement to the Service Employees International Union Local 620 Memorandum of Understanding.

BACKGROUND:

The current Memorandum of Understanding ("MOU") with the Service Employees International Union Local 620 ("SEIU") expired on June 30, 2020. Given the financial impact of the Coronavirus Pandemic and in light of the City's recent agreement with the Arroyo Grande Police Officers' Association, SEIU agreed to extend the terms and conditions of the prior MOU without any increases in salaries or benefits for its represented Arroyo Grande employees. The terms of the proposed Side Letter of Agreement were voted on and approved by the SEIU's membership on July 15, 2020.

ANALYSIS OF ISSUES:

As the financial impacts of the Coronavirus Pandemic became apparent, the SEIU did not initiate negotiations for a successor MOU and instead proposed a Side Letter of Agreement that would extend current salaries for an additional year. The City's labor negotiator accepted this proposal and a Side Letter extending the current terms, conditions, and

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salaries for an additional year is proposed for approval, as depicted in Exhibit A to the accompanying Resolution.

ALTERNATIVES:

The following alternatives are provided for City Council consideration:

1. Adopt a Resolution approving a Side Letter of Agreement to the Service Employees International Union Local 620 Memorandum of Understanding.
2. Do not adopt a Resolution approving a Side Letter of Agreement to the Service Employees International Union Local 620 Memorandum of Understanding and provide direction to staff to continue negotiations with Service Employees International Union Local 620.
3. Provide further direction to staff.

ADVANTAGES:

The recommendation will provide a Memorandum of Understanding that maintains the current terms, conditions, and salary ranges for all positions represented by SEIU for an additional year, providing certainty and stability for the City and represented employees without increasing costs to the City.

DISADVANTAGES:

There are no disadvantages to the recommended action.

ENVIROMENTAL REVIEW:

No environmental review is required for this item.

PUBLIC NOTIFICATION AND COMMENTS:

The Agenda was posted at City Hall and on the City's website in accordance with Government Code Section 54954.2.

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ARROYO GRANDE APPROVING A SIDE LETTER OF AGREEMENT TO THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 620 MEMORANDUM OF UNDERSTANDING

WHEREAS, the City Council of the City of Arroyo Grande (“City”) deems it in the best interest of the City to approve a side letter of agreement amending the Service Employees International Union Local 620’s current Memorandum of Understanding, as hereinafter provided.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Arroyo Grande that:

1. An amendment to the Memorandum of Understanding (“MOU”) with the Service Employees International Union Local 620 (“SEIU”) is hereby approved and deemed effective July 1, 2020, a copy of said amendment entitled “Side Letter of Agreement, Modification to Memorandum of Understanding” is attached hereto, marked Exhibit “A”, and incorporated herein by this reference.

On motion of Council Member _____, seconded by Council Member _____, and on the following roll call vote, to wit:

AYES:

NOES:

ABSENT:

the foregoing Resolution was passed and adopted this 28th day of July, 2020.

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CAREN RAY RUSSOM, MAYOR

ATTEST:

KELLY WETMORE, CITY CLERK

APPROVED AS TO CONTENT:

BILL ROBESON, ACTING CITY MANAGER

APPROVED AS TO FORM:

TIMOTHY CARMEL, CITY ATTORNEY

**SIDE LETTER OF AGREEMENT
MODIFICATION TO MEMORANDUM OF UNDERSTANDING**

For valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the City of Arroyo Grande ("City") and the Service Employees International Union – Local 620 ("SEIU") do hereby agree to modify the current Memorandum of Understanding ("MOU") between the City and SEIU as follows:

ARTICLE 1. TERM OF MEMORANDUM OF UNDERSTANDING

The City and SEIU agree to extend the term of the Memorandum of Understanding by one (1) year as follows:

The term of the Memorandum of Understanding shall be from July 1, 2017 through June 30, 2021 (four year). Meet and confer sessions for Fiscal Year 2021-22 shall commence no later than March 15, 2021.

REPRESENTATIVES OF
CITY OF ARROYO GRANDE

REPRESENTATIVES OF SEIU
LOCAL 620

DATE: _____

DATE: _____

CHE JOHNSON
CHIEF NEGOTIATOR

ROBERT MacLEOD
SEIU CHIEF NEGOTIATOR

LISA CHRISTENSEN
CITY NEGOTIATOR

PETER McCLURE
SEIU NEGOTIATOR

CAMELA SCHAAF
SEIU NEGOTIATOR

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