



Staff Report

File #: 21-0813

REQUEST FOR CITY COUNCIL ACTION

DATE: 09/01/2021

TO: Honorable Mayor and City Council Members

FROM: Human Resources Department

SUBJECT:
Corona Supervisors Association - Side Letter.

EXECUTIVE SUMMARY:

The City is currently engaged in labor negotiations with all five bargaining associations. Due to the complex nature of the current negotiations, the Corona Supervisors Association ("CSA") has entered into a Side Letter to extend the current Memorandum of Understanding ("MOU").

RECOMMENDED ACTION:

That the City Council approve the Side Letter of Agreement Extending the 2019-2021 Memorandum of Understanding between the City of Corona and the Corona Supervisors Association to November 15, 2021.

BACKGROUND & HISTORY:

The City entered into an MOU with CSA in 2019 with an expiration date of June 30, 2021. The Parties are currently negotiating for a successor MOU and believe the process will take additional time beyond the expiration of the MOU, as the negotiations involve both significant re-writes to MOU provisions as well as consideration of a classification and compensation study that the City had a consultant prepare in anticipation of negotiations. The Parties have agreed to an extension of their MOU in exchange for a one-time payment being made to each member of the bargaining unit.

ANALYSIS:

In signing the Side Letter of Agreement with CSA:

- a. The Parties agree that the expiration date of their current MOU is extended to November 15, 2021.
- b. The City agrees that each member of the bargaining unit represented by CSA as of August 19,

2021, will receive a one-time payment equivalent to two percent (2%) of their salary on September 10, 2021.

- c. The City agrees that if the Parties are able to reach an agreement on a successor MOU before November 15, 2021, the MOU will go into effect on the first day of the pay period following City Council approval (following CSA ratification) of the MOU.
- d. The City agrees that it will continue to roll-up the medical insurance premiums into the overtime rate of CSA members until the earlier of the first date of the Parties' successor MOU or November 15, 2021.

FINANCIAL IMPACT:

The financial impact of the Side Letter with CSA is \$89,407, based on active membership at the time this report was prepared. The total includes the Medicare and Unemployment Insurance contributions. The following is a breakdown by funding source:

| General Fund | DWP Funds | Other Funds | Total |
|---------------------|------------------|--------------------|--------------|
| \$ 48,554 | \$ 32,380 | \$ 8,473 | \$ 89,407 |

ENVIRONMENTAL ANALYSIS:

This action is exempt pursuant to Section 15061(b)(3) of the Guidelines for the California Environmental Quality Act (CEQA), which states that a project is exempt from CEQA if the activity is covered by the general rule that CEQA applies only to projects that have the potential for causing a significant effect on the environment. When it can be seen with certainty there is no possibility that approval of the recommended actions may have a significant effect on the environment, the action is not subject to CEQA. This action merely approves a Side Letter of Agreement, Resolutions, and Employment Contracts and there is no possibility that adopting these items will have a significant effect on the environment. Therefore, no environmental analysis is required.

PREPARED BY: KYLIE LUJAN, HUMAN RESOURCES SUPERVISOR

REVIEWED BY: ANGELA RIVERA, CHIEF TALENT OFFICER

Attachments:

- 1. Exhibit 1 - Side Letter of Agreement Between City of Corona and Corona Supervisors Association