RESOLUTION NO. 2022-148

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARINA AUTHORIZING THE CITY MANAGER TO EXECUTE A SIDE LETTER AGREEMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF MARINA AND THE MANAGEMENT EMPLOYEES' ASSOCIATION OF MARINA (MMEA)

WHEREAS, on January 19, 2022, the City Council adopted Resolution No. 2022-09 approving a Memorandum of Understanding (MOU) with the Management Employees Association of Marina (MMEA); and,

WHEREAS, the MOU included a 2-year agreement spanning July 1, 2021 to June 30, 2023. The agreement called for a 2.5% cost of living adjustment for FY 21/22 and a variable cost of living adjustment for FY 22/23 based upon the April 2022 SF/Oakland CPI but not less than 2% and not more than 3.25%; and,

WHEREAS, the CPI adjustments included in the MMEA MOU were substantially the same as all other bargaining unit MOUs that were negotiated in 2021/2022. Recently, the City Council approved an amendment to the Marina Professional Fire Fighters Association (MPFFA) MOU that increased the second year CPI increase to 4%. This second year CPI of 4% was also approved for the Marina Employees Association in their recent MOU that was adopted; and,

Whereas, the City wishes to enter into a Side Letter Agreement to the City of Marina and the Management Employees Association of Marina (MMEA) that will authorizing an adjustments to the 2nd year CPI increase to 4% ("**EXHIBIT A**"), and,

WHEREAS, the City of Marina and the Management Employees Association of have met and conferred in good faith and have reached a tentative agreement to approve a new Memorandum of Understanding; and

WHEREAS, all other terms of the Memorandum of Understanding remain unchanged.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Marina do hereby:

1. Adopt Resolution No. 2022- authorizing the City Manager to execute a Side Letter Agreement to the Memorandum of Understanding between the City of Marina and the Management Employees Association of Marina (MMEA); and,

2. Authorize adjustments to the City's Salary Schedule and Compensation Plan, and,

3. Authorize Finance Director to make appropriate accounting and budgetary entries

PASSED AND ADOPTED, by the City Council of the City of Marina at a regular meeting duly held on the 6th day of December 2022, by the following vote:

AYES: COUNCIL MEMBERS: McCarthy, Visscher, Medina Dirksen, Biala, Delgado
NOES: COUNCIL MEMBERS: None
ABSENT: COUNCIL MEMBERS: None
ABSTAIN: COUNCIL MEMBERS: None

____
Bruce C. Delgado, Mayor

ATTEST:

____
Anita Sharp, Deputy City Clerk

EXHIBIT A

SIDE LETTER OF AGREEMENT TO MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF MARINA AND THE MARINA MID-MANAGEMENT EMPLOYEES' ASSOCIATION

This Side Letter of Agreement ("SLA") is entered into by and between the City of Marina ("City") and the Mid-Management Employees Association of Marina ("MMEA"). It is the purpose of this SLA to supplement the July 1, 2021 – June 30, 2023 Memorandum of Understanding ("MOU") between the City and the MMEA) as set forth in this SLA. This SLA reflects the results of an agreement negotiated by representatives of the MMEA and that of the administration of the City.

The City and the MMEA hereby Agree to amend Section 2.C of the MOU by adding the following language to the existing section:

Beginning with the first full pay period following ratification of this SLA, all unit classifications shall have their general salary increased by 0.75% to equal a total of 4% for the second-year general salary increase. The new pay rates will be as follows:

Salary Table*

MMEA	Step A	Step B	Step C	Step D	Step E
Airport Services Manager	$49.2302	$51.6919	$54.2763	$56.9902	$59.8397
Assistant Finance Director	$59.0283	$61.9796	$65.0785	$68.3325	$71.7491
Chief Building Official	$57.4079	$60.2783	$63.2922	$66.4569	$69.7796
Human Resource Analyst	$38.8301	$40.7716	$42.8102	$44.9508	$47.1983
Planning Services Manager	$54.7788	$57.5177	$60.3935	$63.4133	$66.5839
Senior Planner	$47.8741	$50.2678	$52.7811	$55.4203	$58.1912
Superintendent	$49.1318	$51.5883	$54.1677	$56.8762	$59.7199

***Due to potential rounding errors actual published salary schedule may differ slightly**

IT IS SO AGREED:

CITY OF MARINA

By:______________________________

Date:______________________________

MMEA REPRESENTATIVE

By:______________________________

Date:______________________________

Revised Salary Schedules

Beginning with the first full pay period following ratification of this SLA, all unit classifications shall have their general salary increased by 0.75% to equal a total of 4% for the second-year general salary increase. The new pay rates will be as follows:

Salary Table*

MMEA	Step A	Step B	Step C	Step D	Step E
Airport Services Manager	$49.2302	$51.6919	$54.2763	$56.9902	$59.8397
Assistant Finance Director	$59.0283	$61.9796	$65.0785	$68.3325	$71.7491
Chief Building Official	$57.4079	$60.2783	$63.2922	$66.4569	$69.7796
Human Resource Analyst	$38.8301	$40.7716	$42.8102	$44.9508	$47.1983
Planning Services Manager	$54.7788	$57.5177	$60.3935	$63.4133	$66.5839
Senior Planner	$47.8741	$50.2678	$52.7811	$55.4203	$58.1912
Superintendent	$49.1318	$51.5883	$54.1677	$56.8762	$59.7199

***Due to potential rounding errors actual published salary schedule may differ slightly**

November 29, 2022 Item No. **10g(4)**

Honorable Mayor and Members
of the Marina City Council

City Council Meeting
of December 6, 2022

APPROVAL OF A SIDE LETTER AGREEMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF MARINA AND THE MANAGEMENT EMPLOYEES ASSOCIATION OF MARINA (MMEA) AUTHORIZING AN ADJUSTMENT TO THE 2ND YEAR COLA INCREASE

REQUEST:

It is recommended that the City Council consider:

1. Adopting Resolution No. 2022- authorizing the City Manager to execute a Side Letter Agreement to the Memorandum of Understanding between the City of Marina and the Management Employees Association of Marina (MMEA); and,

2. Authorizing adjustments to the City's Salary Schedule and Compensation Plan; and,
3. Authorizing Finance Director to make appropriate accounting and budgetary entries.

BACKGROUND:

On January 19, 2022, the City Council adopted Resolution No. 2022-09 approving a Memorandum of Understanding (MOU) with the Management Employees Association of Marina (MMEA). The MOU included a 2-year agreement spanning July 1, 2021 to June 30, 2023. The agreement called for a 2.5% cost of living adjustment for FY 21/22 and a variable cost of living adjustment for FY 22/23 based upon the April 2022 SF/Oakland CPI but not less than 2% and not more than 3.25%.

The CPI adjustments included in the MMEA MOU were substantially the same as all other bargaining unit MOUs that were negotiated in 2021/2022. Recently, the City Council approved an amendment to the Marina Professional Fire Fighters Association (MPFFA) MOU that increased the second year CPI increase to 4%. This second year CPI of 4% was also approved for the Marina Employees Association in their recent MOU that was adopted.

ANALYSIS:

Staff is proposing a modification to the MMEA MOU that would adjust the second year CPI increase from 3.25% to 4% to be consistent with other bargaining unit MOU provisions for CPI increases. Attached as **"EXHIBIT A"** is a Side Letter Agreement to the City of Marina and the Management Employees Association of Marina (MMEA) that will authorizing an adjustments to the 2nd year CPI increase to 4%.

The proposed CPI increase for the second year of the MMEA MOU from 3.25% to 4% would be effective the first pay period following City Council approval of the Side Letter Agreement.

FISCAL IMPACT

The fiscal impact of the increased cost to the City from the proposed cost of living increase from 3.25% to 4% is approximately $6,000 annually.

CONCLUSION:

This request is submitted for City Council consideration and approval.

Respectfully submitted,

____
Matt Mogensen
Assistant City Manager

____
Layne Long
City Manager
City of Marina