

RESOLUTION NO. 2021-99

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, AUTHORIZING THE CITY'S NEGOTIATING TEAM TO EXECUTE, ON BEHALF OF THE CITY, A MEMORANDUM OF UNDERSTANDING WITH THE MAINTENANCE AND OPERATIONS BARGAINING UNIT, TEAMSTERS' LOCAL 911

July 1, 2021 – June 30, 2023

WHEREAS, negotiating teams from the City of Escondido ("City") and the Maintenance and Operations Bargaining Unit, Teamsters' Local 911, have been duly appointed and have been conducting meet-and-confer sessions with respect to matters affecting both parties; and

WHEREAS, a successor Memorandum of Understanding ("MOU") between the City and the Maintenance and Operations Bargaining Unit, Teamsters Local 911 ("Union"), is necessary as a result of meeting and conferring in good faith concerning wages, hours, and other terms and conditions of employment; and

WHEREAS, it is the intent of the successor MOU to provide for continuation of the harmonious relationship between the City and the Union; and

WHEREAS, this City Council desires at this time and deems it to be in the best public interest to approve a successor MOU and certain other modifications.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California, as follows:

1. That the above recitations are true.

2. That the City's negotiating team is authorized to execute, on behalf of the City and the City Council, a successor MOU extending the term of the MOU through June 30, 2023, and also including terms as set forth in Exhibit "A," which is attached to this Resolution and incorporated by this reference.

PASSED, ADOPTED AND APPROVED by the City Council of the City of Escondido at a regular meeting thereof the 16<sup>th</sup> day of June, 2021 by the following vote to wit:

AYE : Councilmembers: GARCIA, INSCOE, MARTINEZ, MORASCO, MCNAMARA

NOES : Councilmembers: NONE

ABSENT : Councilmembers: NONE

APPROVED:

DocuSigned by:

*Paul McNamara*

CAACE20782954D3...  
PAUL MCNAMARA, Mayor of the  
City of Escondido, California

ATTEST:

DocuSigned by:

*Zack Beck*

A58535D0BDC1430...  
ZACK BECK, City Clerk of the  
City of Escondido, California

RESOLUTION NO. 2021-99

**City of Escondido**  
**Maintenance and Operations Bargaining Unit, Teamsters' 911**  
**Successor Memorandum of Understanding**  
**July 1, 2021 – June 30, 2023**

**1. Article III Term**

July 1, 2021, through and inclusive of June 30, 2023. All terms and conditions of the MOU will be continued as set forth in the current MOU, except for those sections which must be amended per the new contract terms.

**2. Article IV Compensation Policy, Section 1 Wages**

**A. Salary Range Increases**

All classifications in the bargaining unit will have the base salary adjusted by the following amounts the first full pay period in July of the following years:

- a. 2021 – 4.0% base salary increase
- b. 2022 – 2.5% base salary increase
- c. 2022 – 0.5% base salary increase in acknowledgement of 401(k) contributions

**3. Article IV Compensation Policy, Section 1 Wages**

**B. Utility Classification Equity Adjustments**

Benchmark Utility classifications that are 5% or greater below market median will be eligible for a 2.5 or 5.0% salary adjustment with the goal of being within 5% of market median.

**4. Article IV Compensation Policy, Section 18 Confined Space Entry Team**

Members of the Confined Space Team, upon successful completion of training, will be paid \$143.87 per month, paid in equal amounts of \$66.40 per pay period, while assigned to the team. In accordance with CalPERS reporting requirements, Confined Space Team specialty pay will be paid and reported as a separate line item from an employee's hourly base rate of pay.

**5. Article IV Compensation Policy, Sections 20-21, 23-25, 28**

In accordance with CalPERS reporting requirements, certification specialty pay will be paid and reported as a separate line item from an employee's hourly base rate of pay. Classifications eligible for certification pay will receive a flat dollar amount equivalent to five percent (5%) of their monthly base rate of pay, paid biweekly.

**6. Article VI Standby Policy, Section 3 Standby Pay**

**A.** Increase standby pay from \$200 to \$300 for each completed seven (7) day standby assignment, effective the first full pay period of July 1, 2021.

**7. Article V Employee Benefits Program**

Continue maintenance of health insurance and PERS benefits for the term of the agreement as set forth in Article V, Sections 1 through 7 of the current MOU.