



## CITY OF BANNING STAFF REPORT

**TO:** CITY COUNCIL

**FROM:** Douglas Schulze, City Manager

**PREPARED BY:** Lincoln Bogard, Administrative Services Director

**MEETING DATE:** June 11, 2024

**SUBJECT:** Consideration of Resolutions 2024-85 and 2024-86, Approving Two Memoranda of Understandings (MOU) with International Brotherhood of Electrical Workers (IBEW) General and Utility Units, Respectively, Effective July 1, 2022 through June 30, 2024

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### **RECOMMENDATION:**

Adopt Resolutions 2024-85 and 2024-86.

### **BACKGROUND:**

City Council has previously approved Tentative Agreements (TA) with IBEW General and Utility Units for the bargaining period of July 1, 2022 through June 30, 2024. Those TAs included language for a reopener to address two additional issues that needed additional legal research. Council approved a TA with the groups for those reopener items on May 14, 2024, and the unions have since ratified via membership votes.

The Tentative Agreement with IBEW Local 47 representing the Utility Unit was accepted by City Council via Resolution 2022-153 in open session of City Council on November 8, 2022. That Tentative Agreement contained language for a reopener to address leave payouts and city funded healthcare options. The Utility Unit met and ratified that successor Tentative Agreement and now Council is requested to accept the resulting Memorandum of Understanding.

The Tentative Agreement with IBEW Local 47 representing the General Unit was accepted by City Council via Resolution 2023-010 in open session of City Council on January 10, 2023. That Tentative Agreement contained language for a reopener to address leave payouts and city funded healthcare options. The Utility Unit met and ratified that successor Tentative Agreement and now Council is requested to accept the resulting Memorandum of Understanding.

### **JUSTIFICATION:**

The City Council must ratify the MOUs for execution by the City Manager.

### **FISCAL IMPACT:**

The fiscal impact was discussed with City Council in closed session and the original TA fiscal impact was discussed at the time of that approval. The fiscal impact of the reopener items is approximately \$12,000 per year for the General Unit and \$9,600 per year for the Utility Unit. That difference is primarily based on the size of those labor groups.

### **ALTERNATIVES:**

Do not adopt Resolutions 2024-85 and 2024-86 and provide staff alternate direction.

**ATTACHMENTS:**

1. [Resolution 2024-85, IBEW General MOU.docx](#)
2. [Resolution 2024-86, IBEW Utility MOU.docx](#)
3. [5.15.24 IBEW General MOU 2022-2024 \(Clean\).pdf](#)
4. [5.15.24 IBEW UTILITY MOU 2022-2024 \(Clean\).pdf](#)