



City Council Staff Report

Subject: 2023 - 2026 AFSCME MOU

Date: September 12, 2023

Submitted By: Tameka Usher, Administrative Services Director

Department: Administrative Services - Human Resources

Recommendation:

Adopt a Resolution of the City Council of the City of Rocklin Adopting the Negotiated Memorandum of Understanding Between the City of Rocklin and AFSCME Council 57, Local 146 AFL-CIO Representing the Public Service Employees Bargaining Unit, Repealing the Provisions of Any Resolutions in Conflict Herewith, and Approving Associated Salary Schedules.

Background:

Title 2 of the California Code of Regulations, section 570.5 requires the City's salary schedules to be adopted at a public meeting.

The term of the current Memorandum of Understanding (MOU) between the City of Rocklin (City) and AFSCME Council 57, Local 146 AFL-CIO representing the City of Rocklin Public Service Employer Bargaining Unit (Unit), ended on June 30, 2023.

Pursuant to the Meyers-Miliias-Brown Act (Government Code sections 3500 et seq.), representatives of AFSCME and the City have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of employees in the bargaining unit. The City and AFSCME jointly prepared a successor MOU, for the term of July 1, 2023, through June 30, 2026, reflecting agreed revisions to certain terms and conditions. Subject to the provisions in the MOU, those revised terms and conditions with a City cost impact are summarized below, along with the estimated annual cost.

1. Effective the first full pay period following City Council adoption of this MOU, the City will increase base wages for all classifications in this unit by 4.0%. Estimated cost **\$399,495**.
2. Effective the first full pay period in July 2024, the City will increase base wages for all classifications in this unit by 2.5%. Estimated cost **\$262,856**.
3. Effective the first full pay period in July 2025, the City will increase base wages for all classifications in this unit by 2.0%. Estimated cost **\$214,345**.
4. Effective the first full pay period following City Council adoption of this MOU, the City will adopt a 10-step salary schedule with 3.5% between each step. Estimated cost

\$124,847.

5. Effective January 1, 2024, the City will increase its ongoing monthly contribution to a cafeteria plan by an additional one hundred and fifty (\$150) dollars per employee. Estimated annual cost **\$158,400.**
6. Effective January 1, 2025, the City will increase its ongoing monthly contribution to a cafeteria plan by an additional and fifty (\$50) dollars per employee. Estimated annual cost **\$52,800.**
7. Effective January 1, 2026, the City will increase its ongoing monthly contribution to a cafeteria plan by an additional fifty (\$50) dollars per employee. Estimated annual cost **\$52,800.**
8. Effective July 15, 2024, the City will increase the tool allowance to \$1,000 payable each fiscal year. Estimated annual cost **\$2,000.**

Other Terms and Conditions which are recommended for update, and which have little or unknown direct cost impact include, but are not limited to:

- Removal of existing Longevity wording.
- Addition of Regular Part-time proration wording.
- Modification of wording for salary on promotion from a minimum of 5% to 10%.
- Modification of wording regarding health benefits, holidays, leaves, job posting and candidate qualifications, definitions, out of class pay, uniform allowance, safety equipment, and due deduction and maintenance of membership.
- "Housekeeping" language changes.

Fiscal Impact:

The combined fiscal impact of the new MOU changes is estimated at \$1,267,500.

ATTACHMENTS:

1. [Resolution](#)
2. [Resolution Exhibit A - AFSCME MOU](#)
3. [Resolution Exhibit B - AFSCME Salary Schedule A & B](#)