



Staff Report

RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF BELMONT AND AFSCME LOCAL 829, AFL-CIO

Honorable Mayor and Council Members:

Summary

Staff recommends that the City Council adopt the attached resolution approving the Memorandum of Understanding between the City of Belmont and AFSCME Local 829, AFL-CIO (AFSCME). The Memorandum of Understanding is for a two-year term from July 1, 2005 through June 30, 2007.

Background

The term of the current Memorandum of Understanding (MOU) with AFSCME expired June 30, 2005. Over the past several months, the City Negotiators (Fran Buchanan from IEDA and Deirdre Dolan, Human Resources Director) and representatives of AFSCME (Kathleen Beebe, Business Agent, Kirk Buckman, Code Enforcement Officer, Barbara Ebel, Office Assistant II, Daniel Ourtiague, Senior Parks Maintenance Worker, and Sam Todd, Equipment Operator) met and conferred in good faith regarding changes to the 2004-2005 MOU between AFSCME and the City of Belmont. The parties reached tentative agreement on July 27, 2005, and the AFSCME membership ratified the agreement on July 28, 2005.

Discussion

Given that there were no salary increases in the 2004-2005 contract, the primary changes to this MOU are equity increases and cost-of-living adjustments (COLA). Classifications that are below the labor market median will receive 50% of the equity adjustment amount effective July 1, 2005, and the remaining 50% equity adjustment on July 1, 2006. In addition, all classifications will receive a 1.0% COLA effective July 1, 2005, and another 1.0% COLA on July 1, 2006. Other changes include certification pay for employees required to have a Class B driver's license, and some minor modifications to several other contract provisions. The proposed new contract is attached as Exhibit A. (New contract language is shown in underline, and includes revised layoff language that was previously agreed to as part of a sideletter in the 2004-2005 MOU.)

Fiscal Impact

The salary and benefit changes described above are estimated to cost as follows:

	Year 1		Year 2		TOTAL	
	Cost	%	Cost	%	Cost	Average %
50% Equities	\$95,400	3.3%	\$100,900	3.5%	\$196,300	3.4%
1.0% COLA	\$28,550	1.0%	\$29,850	1.0%	\$58,400	1.0%
Subtotal	\$123,950	4.3%	\$130,750	4.5%	\$254,700	4.4%
Health	\$22,200	0.8%	\$45,500	1.5%	\$67,700	1.2%
Total	\$146,150	5.0%	\$176,250	6.1%	\$322,400	5.5%

There is sufficient funding available within the approved fiscal year 2005-2006 budget to accommodate this action. If any adjustments are required to implement this action they will be proposed as part of the mid-year budget review.

Public Contact

Copies of report sent to AFSCME negotiating committee.
 Posting of City Council agenda.

Recommendation

Staff recommends that the City Council adopt the attached resolution approving the Memorandum of Understanding Between the City of Belmont and AFSCME Local 829, AFL-CIO.

Alternatives

1. Provide staff with alternative direction.
2. Take no action.

Attachments

- A. Resolution Approving Memorandum of Understanding Between the City of Belmont and AFSCME Local 829, AFL-CIO
- B. Exhibit A, Memorandum of Understanding Between the City of Belmont and AFSCME Local 829, AFL-CIO

Respectfully submitted,

Deirdre Dolan
Human Resources Director

Jack R. Crist
Interim City Manager

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELMONT
APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF
BELMONT AND AFSCME LOCAL 829, AFL-CIO**

WHEREAS, the City of Belmont and AFSCME Local 829, AFL-CIO (AFSCME) have been negotiating in good faith; and,

WHEREAS, the parties have come to an agreement on the terms of a labor settlement; and

WHEREAS, the attached Memorandum of Understanding has been amended to reflect those mutual agreements for the period July 1, 2005 to June 30, 2007.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Belmont that the Memorandum of Understanding, attached hereto and made a part hereof, is approved effective July 1, 2005 and that the City Manager is authorized to sign same on behalf of the City.

* * * * *

I hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the City Council of the City of Belmont at a regular meeting thereof held on August 9, 2005 by the following vote:

AYES, COUNCILMEMBERS: _____

NOES, COUNCILMEMBERS: _____

ABSTAIN, COUNCILMEMBERS: _____

ABSENT, COUNCILMEMBERS: _____

CLERK of the City of Belmont

APPROVED:

MAYOR of the City of Belmont