



OFFICE OF ADMINISTRATIVE SERVICES

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CITY COUNCIL STAFF REPORT

Meeting:

Subject

Approve the attached addendum to the Memorandum of Understanding between the City of Cupertino and the Cupertino Employees Association (CEA), for the period of July 16, 2019 to June 30, 2022.

Recommended Action

Approve the attached addendum providing standby compensation for certain classifications in the CEA bargaining unit.

Description

City Human Resources staff recently met with the bargaining unit representative of CEA, affiliated with IFPTE Local 21, to discuss an amendment to the Memorandum of Understanding (MOU) negotiated for the period of July 16, 2019 through June 30, 2022. As a result of this meeting, the following tentative agreement was reached and we are asking Council's approval to include this side letter as an amendment to the current MOU.

CEA has requested the provision of standby compensation for employees in the classifications of Traffic Signal Technician and Traffic Signal Technician Apprentice. These employees are required to be available during their off-shift hours for possible recall for emergency service, but have had no provision in their MOU for standby compensation. By contrast, employees in the Operating Engineers Local 3 (OE3) bargaining unit do receive standby compensation for voluntary placement on the Public Works Department's Standby List. The Traffic Signal Technician and Apprentice have voluntarily remained on the Standby List in spite of the lack of compensation, performing a valuable service to the City, and sometimes working side by side on emergency call back situations with OE3 members who are receiving special compensation.

CEA had proposed the addition of standby compensation during contract negotiations in 2019; however, that proposal was withdrawn as the bargaining unit chose not to delay the negotiations process at that time. Instead, a decision was made to return to the table

outside of full contract negotiations to discuss this particular compensation item more fully.

The tentative agreement will be incorporated into the next Memorandum of Understanding between the City and the Cupertino Employees Association.

Fiscal Impact

Fiscal impact for the provision of standby compensation for the employees in the classifications of Traffic Signal Technician and Traffic Signal Technician Apprentice is approximately \$15,600 per fiscal year, starting in the 2020-2021 fiscal year. The fiscal impact for the remainder of FY 2019-20 would be approximately \$5,400.

Prepared by: Leslie Dornell, Human Resources Manager

Reviewed by: Kristina Alfaro, Administrative Services Director

Approved for Submission by: Deborah L. Feng, City Manager

Attachments:

A – Draft Resolution

B - Tentative Agreement: Standby Compensation

C – Public Works Department Standby Policy