

COMMISSION ON COMMUNITY INVESTMENT AND INFRASTRUCTURE

RESOLUTION NO. 20-2019

**AUTHORIZING APPROVAL OF A MEMORANDUM OF AGREEMENT WITH
THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1021 FOR
THE TERM OF JULY 1, 2019 THORUGH JUNE 30, 2022**

- WHEREAS, The California Community Redevelopment Law, as amended by the Redevelopment Dissolution Law, established that successor agencies to redevelopment agencies are separate public entities from cities and counties and that the “separate former redevelopment agency employees shall not automatically become sponsoring entity employees of the sponsoring entity and the successor agency shall retain its own collective bargaining status.” Cal. Health & Safety Code § 34173 (g); and,
- WHEREAS, The Successor Agency, commonly known as the Office of Community Investment and Infrastructure (“OCII”), approved, by Resolution Nos. 5-2015 and 6-2105 (February 9, 2015), three-year contracts with both Local 21 and Local 1021. Under First Amendments, OCII extended the duration of those agreements to June 30, 2019. Resolutions Nos. 25-2017 and 26-2017 (June 20, 2017); and,
- WHEREAS, OCII negotiators and representatives of the SEIU Local 1021 bargaining unit recently reached a tentative agreement for a new memorandum of agreement that has a term from July 1, 2019 through June 30, 2022 (“MOA”). The MOA provides a 3% base wage increase in the first full pay period in July 2019, a 1% increase effective December 28, 2019, a 3 % increase effective the first full pay period in July 2020, a 0.5% increase effective December 26, 2020, a 3% increase effective the first full pay period in July 2021, and a 0.5% increase effective January 8, 2022. The increases authorized after 2019 are subject to six month delays in the event the City projects a budget deficit of \$200 million; and,
- WHEREAS, The MOA also modifies other terms and conditions of employment for OCII classifications represented by SEIU, including an increase in salary for promotions, a description of the review procedures for employee requests to be placed in an extended salary range, the addition of one additional floating holiday per year, agreement to provide workplace awareness meetings, updated policies on telecommuting and paid parental leave, and a provision for severance pay in the event of layoffs; and,
- WHEREAS, Authorizing an agreement to the MOA with the Local 1021 is an administrative activity of the Agency and is not a project as defined by the California Environmental Quality Act Guidelines Section 15378(b)(5). This administrative activity would not independently result in a significant physical effect on the environment. Now, therefore, be it

RESOLVED, by the Office of Community Investment and Infrastructure that the Executive Director is authorized to execute the Memorandum of Agreement with IFPTE Local 1021, substantially in the form that is attached to the memorandum accompanying this Resolution.

I hereby certify that the foregoing resolution was adopted by the Commission at its meeting of July 16, 2019.

Commission Secretary

Exhibit A: Salary Chart Effective 07/01/2019
Exhibit B: Salary Chart Effective 12/28/2019
Exhibit D: SEIU Memorandum of Understandings