



## City Council Agenda Report

Meeting Date: June 6, 2023

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TO: City Council

FROM: Chelsea Phebus, Director of Human Resources & Risk Management

RE: Amending the City of Chico and SEIU's Memorandum of Understanding effective January 1, 2022 – December 31, 2024, to update certification pay for Fire Mechanic.

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### **REPORT IN BRIEF:**

Upon approval, this item updates the City of Chico and the Service Employees International Union (SEIU), Local 1021's Memorandum of Understanding effective January 1, 2022 through December 31, 2024 with the provisions of the Letter Agreement, which provides certification pay for Fire Mechanics.

Recommendation: Staff Recommends approval of the SEIU Letter Agreement.

### **FISCAL IMPACT:**

There is no additional fiscal impact beyond what has already been budgeted for certification pay.

### **BACKGROUND/DISCUSSION:**

Section 1.6 of the SEIU Memorandum of Understanding provides for a Letter Agreement for Variation of Provisions, which allows the City and Union to vary from strict adherence to the provisions agreed upon in the MOU when it is to the mutual benefit for the City and Union to do so. Additionally, pursuant to the Meet and Confer provisions within Section 2R.72.250 of the Chico Municipal Code, when the meet and confer process is concluded between the City and a recognized employee organization, all agreed-upon matters shall be incorporated in a written memorandum of understanding and signed by the City and bargaining representative. Said memorandum of understanding shall be submitted to the City Council for determination and implementation on matters over which the Council has authority. A memorandum of understanding shall not be binding on the City or recognized employee organization until approved by the City Council.

The agreed-upon Letter Agreement provides a conclusion to the recent meet and confer process regarding Fire Mechanic Certification Pay.

Prepared by:

Chelsea Phebus  
Director of Human Resources & Risk Management

Approved and Recommended by:

Mark Sorensen  
City Manager

### **DISTRIBUTION:**

City Clerk (3)

### **ATTACHMENTS:**

SEIU Letter Agreement

## LETTER AGREEMENT

### LETTER AGREEMENT BETWEEN CITY OF CHICO AND SERVICE EMPLOYEES INTERNATIONAL UNION, TRADES AND CRAFTS UNIT REGARDING CERTIFICATE PAYS

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Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”) and Subarticle 1.6, entitled “Letter Agreement for Variation of Provisions” of the Memorandum of Understanding between the City of Chico (“City”) and Service Employees International Union, Trades and Crafts Unit (“SEIU”) effective January 1, 2022 through December 31, 2024 (“2022 MOU SEIU-TC”), this Letter Agreement is entered into on January 29, 2023, between the City and SEIU (“Letter Agreement”) as an amendment to the 2022 MOU SEIU-TC. It is understood and agreed that the specific provisions contained in this Letter Agreement shall supersede any previous agreements, whether oral and/or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by SEIU in the 2022 MOU SEIU-TC shall remain in full force and effect.

Therefore, the City and Union agree as follows:

MOU Section 5.7, CERTIFICATION PAY, shall be amended:

#### 4. Eligible Certifications.

Certificate	Certification Pay	Issued by
Air Conditioning	\$25.00 per month	Mobile Air Conditioning Society
Airport Safety & Operations Specialist-Basic (Sr. Maintenance Worker/Facilities)	2.5%	Federal Aviation Administration
Airport Safety & Operations Specialist-Basic (Field Supv/Airport Facilities)	\$25.00 per month	Federal Aviation Administration
Automated Weather Observation System (Field Supv/Airport Facilities)	\$25.00 per month	Federal Aviation Administration
Class A Driver License	\$75.00 per month	CA Dept. of Motor Vehicles
Class B Driver License (Field Supv/Airport Facilities)	\$25.00 per month	CA Dept. of Motor Vehicles
ASE Certified Master Medium-Heavy Truck Technician	\$25.00 per month	Nat'l Instit for Automotive Svc Excellence

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Collection Systems Maintenance I	2.5%	CA State Water Resources Board
Collection Systems Maintenance II	5%	CA State Water Resources Board
Emergency Vehicle Technician I**	\$25.00 per month	California Fire Service Training and Education System
Emergency Vehicle Technician II**	\$25.00 per month	California Fire Service Training and Education System
Large Commercial Gensets & Controls	\$25.00 per month	Cummins Power Generation
Metasys Operator Certification	\$25.00 per month	Metasys Johnson Controls
Smog	\$25.00 per month	State of CA, Bureau of Automotive Repair
Traffic Signal Technician I	2.5%	Intl. Municipal Signal Assn.
Traffic Signal Technician II	5%	Intl. Municipal Signal Assn.
ISA Certified Arborist	\$25 per month	International Society of Arboriculture
ISA Certified Arborist Utility Specialist	\$25.00 per month	International Society of Arboriculture
ISA Certified Arborist Municipal Specialist	\$25.00 per month	International Society of Arboriculture
ISA Certified Tree Worker Climber Specialist*	\$25.00 per month	International Society of Arboriculture
ISA Certified Tree Worker Aerial Lift Specialist*	\$25.00 per month	International Society of Arboriculture
ISA Board Certified Master Arborist	\$25.00 per month	International Society of Arboriculture
Tree Risk Assessor Qualification (TRAQ)	2.50% per month	TRAQ
Aerial Lift Specialist	\$25.00 per month	Tree Care Industry Association
Qualified Applicator Certificate	\$25.00 per month	CA Department of Pest Regulation
Certified Tree Care Safety Professional	\$25.00 per month	Tree Care Industry Association
Electrical Hazards Awareness	\$25.00 per month	Tree Care Industry Association
Ground Operations Specialist	\$25.00 per month	Tree Care Industry Association
Tree Climber Specialist*	\$25.00 per month	Tree Care Industry Association
Certified Playground Inspector	\$25.00 per month	National Recreation and Park Assn.

*\*Employees assigned to the Tree Division are ONLY eligible for the ISA specific Climber and Aerial Lift certifications. All other employees are eligible for the ISA or TCIA specific Climber and Aerial Lift certifications. Employees may not possess duplicate Aerial Lift Specialist or Tree Climber Specialist certifications.*

*\*\*Fire Mechanic I/II designation retired and replaced with Emergency Vehicle Technician I/II as of December 31, 2021. Employees with active Fire Mechanic certifications on file as of the date of this Letter Agreement shall be eligible to maintain prior certification status until expiration of said certification. After the date of this agreement, all new certifications must be at the Emergency Vehicle Technician I/II level.*

1. This agreement shall remain in effect until expiration of the current contract, December 31, 2024.
2. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

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Signed and dated as follows:

For Service Employees Int'l., Local 1021:

  
James Erven, Chapter President (Date) 2-8-23

  
Dary Sardad, Field Rep. (Date) 02-07-2023

For the City of Chico:

  
Mark Sorensen, City Manager (Date) May 2, 2023  
Mark Sorensen (May 2, 2023 14:02 PDT)

Approved As To Form And Content:

  
Vincent C. Ewing, City Attorney\* (Date) May 2, 2023  
Vincent Ewing (May 2, 2023 18:34 PDT)

Vincent C. Ewing, City Attorney\*  
\*Pursuant to The Charter of the City of  
Chico, Section 906 (D)