

RESOLUTION NO. 22-5040

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LATHROP AUTHORIZING THE MAYOR TO EXECUTE THE MEMORANDUMS OF UNDERSTANDING WITH THE LATHROP MID-MANAGERS AND CONFIDENTIAL EMPLOYEES ASSOCIATION (LMCEA) FOR THE MANAGEMENT BARGAINING GROUP THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021 (SEIU) FOR THE GENERAL SERVICES BARGAINING UNIT, AND PROVIDE UNREPRESENTED EMPLOYEES WITH THE SAME TERMS AND CONDITIONS AS PROVIDED TO LMCEA MEMBERS PURSUANT TO THEIR MOU'S, APPROVE THE RELATED BUDGET AMENDMENT, AND APPROVE STEP GRADE TABLE

WHEREAS, the City Council of the City of Lathrop formally recognized the Lathrop Mid-Managers and Confidential Employees Association (LMCEA) as the exclusive employee organization representing designated mid-manager, supervisory and confidential employee positions in January 2010; and

WHEREAS, the City Council of the City of Lathrop formally recognized the Service Employees International Union, Inc., Local 1021 (SEIU) as the exclusive employee organization representing the general services bargaining unit in November 2002; and

WHEREAS, current Memorandums of Understanding (MOU's) expire on June 30, 2022; and

WHEREAS, negotiations with LMCEA began February 18, 2022, and concluded on March 15, 2022 and negotiations with SEIU began March 3, 2022, and concluded on April 5; and

WHEREAS, this resolution represents the agreed upon terms of the new LMCEA and SEIU MOU's and constitute the result of meeting and conferring in good faith pursuant to the California Government Code and the City of Lathrop Employee-Employer Relations Resolution; and

WHEREAS, MOU's establish wages, hours, other terms and conditions of employment; and

WHEREAS, it has been the practice of the City of Lathrop to revise specified compensation benefits of unrepresented staff members to match those of represented employees; therefore, unrepresented employees will be granted the same cost of living adjustment, annual floating holiday, and annual tuition reimbursement as the LMCEA and SEIU MOU's; and

WHEREAS, all other terms and conditions of the LMCEA MOU were updated with minor modifications agreed upon by the City and LMCEA;

WHEREAS, all other terms and conditions of the SEIU MOU were updated with minor modifications agreed upon by the City and LMCEA;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Lathrop does hereby approve and authorize the Mayor to Execute the Memorandum of Understanding with Lathrop Mid-Managers and Confidential Employees Association for the Management Bargaining Group; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Lathrop does hereby approve and authorize the Mayor to Execute the Memorandum of Understanding with the Service Employees International Union, Inc., Local 1021 (SEIU); and

NOW, THEREFORE, BE IT FURTHER RESOLVED that the City Council of the City of Lathrop does hereby provide Unrepresented Staff Members the cost of living adjustment, annual floating holiday, and annual tuition reimbursement as provided to LMCEA and SEIU Members pursuant to their MOU's;

BE IT FURTHER RESOLVED that the City Council of the City of Lathrop does hereby approve the grade step table and budget amendments to be adjusted at year-end with a final budget amendment of \$785,735.

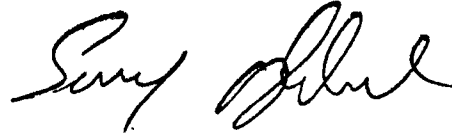
The foregoing resolution was passed and adopted this 11th day of April 2022, by the following vote of the City Council, to wit:

AYES: Akinjo, Diallo, Lazard, Torres-O'Callaghan, and Dhaliwal

NOES: None

ABSENT: None

ABSTAIN: None



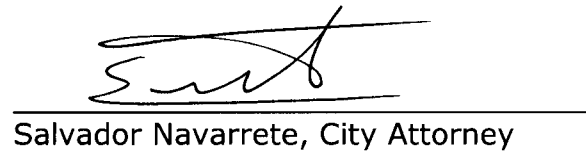
Sonny Dhaliwal, Mayor

ATTEST:



Teresa Vargas, City Clerk

APPROVED AS TO FORM:



Salvador Navarrete, City Attorney