



Legislation Details (With Text)

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**File created:** 12/7/2016    **In control:** City Council

**On agenda:** 12/15/2016    **Final action:** 12/15/2016

**Title:** Actions pertaining to Amalgamated Transit Union (ATU) Local 1027  
 1. \*\*\*Adopt a Side Letter of Agreement between the City of Fresno and the Amalgamated Transit Union (ATU) Local 1027 for Unit 6 - Transit Drivers, effective January 1, 2017.  
 2. \*\*\*RESOLUTION: Adopt the 10th Amendment to FY 2017 Salary Resolution No. 2016-120, amending salaries in Exhibit 6 and moving Student Bus Driver from Unit 8 - Non Represented to Unit 6 - Transit Drivers.

**Sponsors:** Personnel Services Department

**Indexes:**

**Code sections:**

**Attachments:** 1. City of Fresno - ATU Side Letter of Agreement.pdf, 2. 10th Amendment to FY17 Salary Resolution No. 2016-120.pdf, 3. Costing for Proposed Side Letter of Agreement.pdf

Date	Ver.	Action By	Action	Result
12/15/2016	1	City Council	approved	Pass

**REPORT TO THE CITY COUNCIL**

**December 15, 2016**

**FROM:** JEFF CARDELL, Director  
Personnel Services Department

**BY:** KEN PHILLIPS, Labor Relations Manager  
Personnel Services Department

**SUBJECT**

Actions pertaining to Amalgamated Transit Union (ATU) Local 1027  
 1. \*\*\*Adopt a Side Letter of Agreement between the City of Fresno and the Amalgamated Transit Union (ATU) Local 1027 for Unit 6 - Transit Drivers, effective January 1, 2017.  
 2. \*\*\*RESOLUTION: Adopt the 10<sup>th</sup> Amendment to FY 2017 Salary Resolution No. 2016-120, amending salaries in Exhibit 6 and moving Student Bus Driver from Unit 8 - Non Represented to Unit 6 - Transit Drivers.

**RECOMMENDATION**

It is recommended Council: (1) approve the attached Side Letter of Agreement to extend the term of the Memorandum of Understanding (MOU) to December 31, 2017, implement a wage increase,

amend the salary steps, and include Student Drivers in Unit 6, Bus Drivers, represented by ATU Local 1027; and, (2) adopt the 10<sup>th</sup> Amendment to Salary Resolution No. 2016-120 amending wages in Exhibit 6 and moving Student Bus Drivers from Exhibit 8 to Exhibit 6.

## **EXECUTIVE SUMMARY**

The City and ATU have reached tentative agreement on a Side Letter of Agreement to extend the term of the MOU by six months to December 31, 2017, implement a wage increase, amend the salary steps and move Student Bus Drivers from Unit 8 - Unrepresented to Unit 6, Transit Drivers.

Council is also asked to approve the 10<sup>th</sup> Amendment to FY 2017 Salary Resolution No. 2016-120, amending Exhibit 6 to implement the wage increase, salary step changes, and move Student Bus Drivers from Exhibit 8 to Exhibit 6.

## **BACKGROUND**

Subsequent to implementation of a classification and compensation study for Unit 1 - Non Supervisory Blue Collar employees, ATU approached the City and asked for consideration of a wage increase matching similar classifications. After careful consideration and discussions with ATU, the City agreed to the following:

- Extending the term of the existing MOU from June 30, 2017 to December 31, 2017.
- Amending the wage scale from six steps to five steps with a 5% difference between steps.
- Moving Student Bus Drivers from Unit 8 - Unrepresented to Unit 6 - Transit Drivers, represented by ATU. Student Drivers will be probationary employees and will be placed at 10% below the A Step of Bus Driver. They will be unable to attain permanent status.

The attached 10<sup>th</sup> Amendment to the Salary Resolution implements the wage changes in Exhibit 6 and the move of Student Drivers from Exhibit 8 to Exhibit 6.

The City Attorney's Office has approved the Side Letter of Agreement and Salary Resolution Amendment as to form.

## **ENVIRONMENTAL FINDINGS**

By the definition provided in the California Environmental Quality Act Guidelines Section 15378 this item does not qualify as a "project" and is therefore exempt from the California Environmental Quality Act requirements.

## **LOCAL PREFERENCE**

Local preference is not implicated because this item does not involve public contracting or bidding with the City of Fresno.

## **FISCAL IMPACT**

Approval of the Side Letter of Agreement and Salary Resolution Amendment will result in an additional salary and benefit costs of approximately \$884,826 in Fiscal Year 2017 to the transportation related funds and no increase cost associated with the General Fund. In FY 2018 and

beyond the increased salary and benefit costs for the full year will be approximately \$1,805,028 to the transportation related funds and no increase cost to General Fund.

**Attachments:**

City of Fresno - ATU Side Letter of Agreement  
10<sup>th</sup> Amendment to FY 2017 Salary Resolution No. 2016-120  
Costing for Proposed Side Letter of Agreement