File No. 19-1133

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to Letter of Agreement (LOA) for Memorandum of Understanding No. 29 (MOU 29) to increase accumulated vacation time.

Recommendation for Council action:

APPROVE the LOA, attached to the Council file, for MOU 29 authorizing the necessary programming to increase the maximum accumulation of vacation time from two years to three years.

Fiscal Impact Statement: The City Administrative Officer (CAO) reports that the increase of vacation accumulation from two years to three years may result in increased banks for employees. The fiscal impact of those increased banks will not be evident until retirement payouts are calculated. Departments are expected to absorb the costs of retirement payouts (vacation, sick time, etc.) within their budgets.

Community Impact Statement: None submitted.

Summary:

On October 2, 2019, your Committee considered a September 24, 2019 CAO report relative to LOA for MOU 29 to increase accumulated vacation time. According to the CAO, in accordance with Executive Employee Relations Committee instructions, the CAO bargained and reached agreement with Bargaining Unit 29 to increase the maximum accumulation of vacation time from two years to three years effective September 1, 2019. Negotiations are still ongoing for a successor MOU. This LOA, however, will allow the Office of the Controller to program the entire City at the same time for uniform implementation. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the LOA. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

MEMBER	VOTE
KORETZ:	YES
LEE:	YES
PRICE:	YES

ARL
10/2/19

-NOT OFFICIAL UNTIL COUNCIL ACTS-