TO: Mayor and City Council

SUBJECT: Service Employees International Union (SEIU) Memorandum of Agreement

INITIATED BY: Human Resources Department

AGENDA: New Business

**Recommendation:** Approve the 2022-2024 Memorandum of Agreement.

**Background:** The City’s negotiating team and Service Employees International Union (SEIU) Local 513 have reached a tentative agreement on a Memorandum of Agreement for 2022-2024. SEIU represents 784 employees in Public Works, Park, Police, Fire and Housing. The union membership voted to approve the contract on December 13, 2021.

**Analysis:** The agreement has a three-year term and will be in effect from December 25, 2021 through December 20, 2024. Eligible employees will receive merit based step increases and general pay adjustments (GPA) as follows:

**2022:** The current 16 step matrix will be adjusted to a 15-step matrix, consistent with other bargaining units. In addition, the matrix was adjusted to ensure a full-time starting wage of at least $15 per hour for full time represented positions. Finally, a GPA adjustment of approximately 4% was included for all employees transitioning to the new matrix. Some employees, particularly those in ranges 615 and 616, and those at the enter step 1 will receive initial increases greater than 4% during this transitional process. Step movement of 2.5% is included for most employees that are not at top wage. Certain employees in range 615 and 616 will not receive the 2.5% step increase in 2022, reflective of the higher GPA received during the matrix transition process. Upon ratification of contract, the City will pay a $1000 bonus to current employees who worked during the pandemic period (March 2020 through March 2021) and who did **not** have the option to work remotely. Finally, Juneteenth was added as a paid holiday.

**2023:** A 1.5% GPA was included for all ranges and steps. In addition, step movement equal to 2.5% is provided for eligible employees. For employees at top wage (who do not receive a step movement increase), a $500 bonus is provided.

**2024:** A 1.5% GPA was included for all ranges and steps. In addition, step movement equal to 2.5% is provided for eligible employees. For employees at top wage (who do not receive a step movement increase), a $500 bonus is provided.

The agreement also includes several language changes, included the items listed below:

- Police department employees working as Community Service Officer (CSO) positions will alternate overtime assignments evenly between the employees of the bureau and shift.

- Language in the contract was amended to clarify that open positions will be advertised.

- Language in the contract was amended to include all paid leave of absence as hours worked when
computing eligibility for overtime during Emergency Time.

- Language in the contract was amended pertaining to job stewards receiving prior permission from their supervisors to attend to union and grievance matters.

**Financial Considerations:** The agreement will exceed amounts included in the 2022 Adopted Budget. The proposed agreement is structured to focus on recognizing the efforts of the essential workers during the pandemic, to increase beginning full time City wages to at least $15 per hour, and to provide equity with other city employees. The contract is estimated to exceed the budgeted amounts by approximately $3 million over three years. Approximately one half of wages for this unit are funded from the General Fund. The initial bonus provided upon contract ratification will be expenses in 2021, which may require adjustments to line items in department operating budgets. The cost of the contract will be incorporated into future operating budgets.

**Legal Considerations:** The Law Department has approved the agreement as to form.

**Recommendation/Action:** It is recommended that the City Council approve the proposed 2022-2024 Memorandum of Agreement between the Service Employees International Union local 513 and the City of Wichita, and any necessary budget adjustments.

**Attachment:** Memorandum of Agreement