



# City of Arcadia

## Office of the City Clerk

### NOTICE OF SPECIAL MEETING

As authorized by California Government Code Section 54956 and Arcadia City Charter Section 408, a Special Meeting of the Arcadia City Council is hereby called to be held at the City Council Conference Room, 240 W. Huntington Drive, Arcadia, California on Tuesday, July 2, 2024, at 6:00 p.m.

Pursuant to the Americans with Disabilities Act, persons with a disability who require a disability related modification or accommodation in order to participate in a meeting, including auxiliary aids or services, may request such modification or accommodation from the City Clerk at (626) 574-5455. Sufficient notice will enable the City to make reasonable arrangements to assure accessibility to the meeting.

根据《美国残疾人法案》，有残疾的人士如需因残疾相关原因在会议中获得修改或特殊安排，包括辅助工具或服务，可致电城市书记处，电话为（626）574-5455，提出申请。提前通知将有助于城市做出合理安排，确保会议的无障碍参与。

At this Special Meeting, the following matters will be discussed.

#### CLOSED SESSION

- a. Pursuant to Government Code Section 54957.6 to confer with labor negotiators.

City Negotiators: City Manager Dominic Lazzaretto, Assistant City Manager/Development Services Director Jason Kruckeberg, Interim Administrative Services Director Henry Chen, and Interim Human Resources Director Anely Williams.

Employee Organizations: Arcadia Public Works Employees Association, Arcadia City Employees Association, Arcadia Police Civilian Employees Association, Arcadia Police Officers' Association, Arcadia Firefighters' Association, and unrepresented employees: Department Heads, Division Managers, Supervisors, and part-time employees.

#### OPEN SESSION TO THE PUBLIC

- a. Resolutions approving Memorandums of Understanding establishing compensation and related benefits for represented employee groups.

Resolution No. 7581 approving a Memorandum of Understanding establishing compensation and related benefits for employees represented by the Arcadia Police Civilian Employees' Association ("APCEA") for July 1, 2024, through June 30, 2027.

CEQA: Not a Project

Recommended Action: Adopt

Resolution No. 7582 approving a Memorandum of Understanding establishing compensation and related benefits for employees represented by the Arcadia Police Officers' Association ("APOA") for July 1, 2024, through June 30, 2027.

CEQA: Not a Project

Recommended Action: Adopt

Resolution No. 7583 approving a Memorandum of Understanding establishing compensation and related benefits for employees represented by the Arcadia Public Works Employees' Association ("APWEA") for July 1, 2024, through June 30, 2027.

CEQA: Not a Project

Recommended Action: Adopt

There will be time reserved for those members of the public who wish to address the City Council regarding the above items.

In accordance with the Brown Act, public comments will be limited to addressing the items listed on this special meeting agenda. Under the Brown Act, the City Council is prohibited from discussing or taking action on any item not listed on the posted agenda.

No other business than the above will be considered at this meeting.

Dated: July 1, 2024



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Mayor of the City of Arcadia



# STAFF REPORT

Office of the City Manager

**DATE:** July 2, 2024

**TO:** Honorable Mayor and City Council

**FROM:** Dominic Lazzaretto, City Manager  
Jason Kruckeberg, Assistant City Manager/Development Services Director  
Henry Chen, Interim Administrative Services Director  
By: Anely Williams, Interim Human Resources Director

**SUBJECT:** RESOLUTIONS APPROVING MEMORANDUMS OF UNDERSTANDING ESTABLISHING COMPENSATION AND RELATED BENEFITS FOR REPRESENTED EMPLOYEE GROUPS

RESOLUTION NO. 7581 APPROVING A MEMORANDUM OF UNDERSTANDING ESTABLISHING COMPENSATION AND RELATED BENEFITS FOR EMPLOYEES REPRESENTED BY THE ARCADIA POLICE CIVILIAN EMPLOYEES' ASSOCIATION ("APCEA") FOR JULY 1, 2024, THROUGH JUNE 30, 2027

**CEQA: Not a Project**  
**Recommendation: Adopt**

RESOLUTION NO. 7582 APPROVING A MEMORANDUM OF UNDERSTANDING ESTABLISHING COMPENSATION AND RELATED BENEFITS FOR EMPLOYEES REPRESENTED BY THE ARCADIA POLICE OFFICERS' ASSOCIATION ("APOA") FOR JULY 1, 2024, THROUGH JUNE 30, 2027

**CEQA: Not a Project**  
**Recommendation: Adopt**

RESOLUTION NO. 7583 APPROVING A MEMORANDUM OF UNDERSTANDING ESTABLISHING COMPENSATION AND RELATED BENEFITS FOR EMPLOYEES REPRESENTED BY THE ARCADIA PUBLIC WORKS EMPLOYEES' ASSOCIATION ("APWEA") FOR JULY 1, 2024, THROUGH JUNE 30, 2027

**CEQA: Not a Project**  
**Recommendation: Adopt**

## **SUMMARY**

Resolution Nos. 7581, 7582, and 7583 establish terms of employment and compensation for City employees represented by the Arcadia Police Civilian Employees' Association ("APCEA"), the Arcadia Police Officers' Association ("APOA"), and the Arcadia Public Works Employees' Association ("APWEA"). Pursuant to the Meyers-Milias-Brown Act, the City met and conferred in good faith concerning wages, benefits, and other terms and conditions of employment.

Staff report attachments are subject to the results of the City Council Closed Session on July 2, 2024. It is recommended that the City Council adopt Resolution Nos. 7581, 7582, and 7583 establishing compensation and related benefits for employees represented by the APCEA, APOA, and APWEA for July 1, 2024, through June 30, 2027.

## **BACKGROUND**

The APCEA, APOA, and APWEA are recognized employee organizations with a total of 130 budgeted positions:

- APCEA includes 21 budgeted positions that play an integral role in the operations of the Police Department, including emergency dispatch services, police records, logistics, and maintaining and processing criminal evidence.
- APOA includes 63 budgeted Police Officers and Police Sergeants that play a vital role in protecting life and property, provide professional police services, and work in partnership with the community.
- APWEA includes 46 budgeted positions that provide essential services to the community, such as the utility's maintenance of infrastructure that provides reliable water to residents and businesses of Arcadia, maintenance and repair of streets, including emergency repairs, as well as services for sewer, solid waste, street sweeping, and maintenance of City buildings and fleet.

The previous APCEA, APOA, and APWEA Memorandums of Understanding ("MOU") were in effect from July 1, 2021, through June 30, 2024. Negotiations with the APCEA and APOA began in February 2024, while negotiations with APWEA began in April 2024. During the course of negotiations, the City's negotiating team and the groups' negotiating teams held a combined total of 23 meetings in an attempt to reach a tentative agreement that would be beneficial to both the City and the bargaining groups.

## **DISCUSSION**

The City continuously analyzes and takes steps to meet current and future challenges, including continually shifting economic factors, retirement costs, and a rapidly changing

labor market. A Total Compensation Study was conducted to help inform the City's position in overall compensation, relative to the marketplace. Although compensation pieces varied, the City's contribution toward health insurance was behind the market across each group.

Discussions during negotiations centered around the ability to provide competitive, fair-market salaries and how to most effectively address unprecedented recruitment and retention challenges while maintaining long-term fiscal stability.

Throughout negotiations, the parties met and conferred in good faith and ultimately reached a tentative agreement for the period of July 1, 2024, through June 30, 2027. Each MOU contains package modifications that address:

- Salary and other compensation
- Health Insurance
- Leave Banks and Service Credit
- MOU Clean-up Language to comply with State law
- Miscellaneous items specific to each Association

Resolution Nos. 7581, 7582, and 7583, will aid the City's efforts to recruit and retain well-qualified staff to continue to provide high quality services to the community. Agenda item attachments, which include Resolution Nos. 7581, 7582, 7583 and the applicable exhibits for each, are subject to the results of the City Council Closed Session on July 2, 2024.

### **ENVIRONMENTAL ANALYSIS**

The proposed action does not constitute a project under the California Environmental Quality Act ("CEQA"), based on Section 15061(b)(3) of the CEQA Guidelines, as it can be seen with certainty that it will have no impact on the environment.

### **FISCAL IMPACT**

Fiscal impact will be discussed after conclusion of the Closed Session discussion on July 2, 2024. A supplemental budget appropriation will be brought forward at the next City Council meeting, if needed.

### **RECOMMENDATION**

It is recommended that the City Council determine that this action does not constitute a project under the California Environmental Quality Act ("CEQA"), and adopt the following Resolutions:

Resolution No. 7581 approving a Memorandum of Understanding establishing compensation and related benefits for employees represented by the Arcadia

Memorandums of Understanding with Represented Groups

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Police Civilian Employees' Association ("APCEA") for July 1, 2024, through June 30, 2027.

Resolution No. 7582 approving a Memorandum of Understanding establishing compensation and related benefits for employees represented by the Arcadia Police Officers' Association ("APOA") for July 1, 2024, through June 30, 2027.

Resolution No. 7583 approving a Memorandum of Understanding establishing compensation and related benefits for employees represented by the Arcadia Public Works Employees' Association ("APWEA") for July 1, 2024, through June 30, 2027.