



Town of Yountville

6550 Yount Street
Yountville, CA 94599

Staff Report

Agenda Item #: {{section.number}}B

Yountville Town Council Staff Report

DATE: April 6, 2021

TO: Mayor and Town Council

FROM: Steven Rogers, Town Manager
Julie Baldia, Human Resources Manager

PREPARED BY: Julie Baldia, Human Resources Manager

SUBJECT:

Adopt Resolution Number 21-4041 Extending the Memorandum of Understanding with the Yountville Employees' Association and YEA Mid-Management Professional Unit for the Period of July 1, 2021 to June 30, 2022.

DISCUSSION/BACKGROUND

The current Memorandum of Understanding (MOU) with the Yountville Employees' Association (YEA) and YEA Mid-Management and Professional Unit (YEA MMP) expires on June 30, 2021. The Town Manager and Human Resources Manager has met with the employee representatives of the YEA and YEA-MMP in good faith bargaining efforts to negotiate the proposed terms and conditions for a new MOU over the past two months. These negotiations between the Town and YEA have been conducted in a manner consistent with the provisions of the Myers-Milias Brown Act (MMBA) and Town of Yountville Employee Employer Relations Resolution which govern the labor relations process.

The representatives of the YEA and YEA Mid-Management and Professional units have met with the Town's representative to negotiate the terms and conditions of a successor labor agreement that expires June 30, 2021.

The Employee Groups have negotiated jointly, and have reached a tentative agreement as follows:

For YEA and YEA – Mid-Management and Professional Bargaining Units, the appropriate bargaining unit MOU's will be modified to reflect the following language changes - YEA and YEA Mid Management Professional Bargaining Units agreed jointly to extend the terms and conditions in the existing MOU expiring June 30, 2021. This extension does not include a COLA for this one-year period. All other terms and conditions of the MOU's remain in effect. This extension would be effective July 1, 2021 to June 30, 2022. It is recognized by the Town and bargaining groups that they will meet and confer upon expiration of this contract.

The Yountville Town Council has agreed to issue a one time "Essential Worker Recognition Stipend" to all full-time employees in the amount of \$1,500, for a total cost of \$45,000. This stipend is applicable to all full-time employees currently on active payroll and were employed with the Town on March 14, 2020, in recognition of their contributions and efforts in responding to the COVID-19 pandemic.

The Essential Worker Stipend programs' \$45,000 cost will be funded through an allocation from the \$459,595 annual contingency fund included in the adopted FY 20/21 annual budget.

ENVIRONMENTAL REVIEW

Not Applicable

FISCAL IMPACT

Is there a Fiscal Impact? Yes

Is it Currently Budgeted? Yes

Where is it Budgeted? All departments

Is it Mandatory or Discretionary? Mandatory

Is there a Staff Resource Impact? Nominal

STRATEGIC PLAN GOAL

Is item Identified in Strategic Plan? Indirectly

If yes, Identify Strategic Goal and Objective. **Exceptional Town Services and Staff:** The Town supports its talented staff who deliver high quality municipal programs and services while maintaining public infrastructure for the benefit of the community. **Responsible Fiscal Policy:** The Town maintains its fiscal health through policies designed to maximize economic opportunities, manage expenses, and ensure prudent reserves.

RECOMMENDATION

Adopt Resolution Number 21-4041 Extending the Memorandum of Understanding with the Yountville Employees' Association and YEA Mid-Management Professional Unit for the Period of July 1, 2021 to June 30, 2022.