

RESOLUTION NO. 2023-34

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELL GARDENS, CALIFORNIA, ADOPTING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF BELL GARDENS AND THE CITY OF BELL GARDENS PUBLIC WORKS EMPLOYEE ASSOCIATION (“PWEA”)

WHEREAS, the representatives of the City and the Bell Gardens Public Works Employees Association have engaged in multiple meet and confer sessions and did so in good faith and in compliance with Government Code §§ 3500 et. seq. as regards to efforts to negotiate a successor to the 2021-2023 Memorandum of Understanding (MOU); and

WHEREAS, representatives of the City and the Bell Gardens Public Works Employees Association have agreed upon a successor to the 2021-2023 Memorandum of Understanding.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Bell Gardens as follows:

SECTION 1. The City Council finds that the above recitals are true and correct and incorporate them herein.

SECTION 2. Unless otherwise indicated in this Resolution, the following terms and conditions of employment for those employees in the unit represented by the Bell Gardens Public Works Employees Association, shall be adopted and implemented prospectively with City Council passage, approval and adoption of the 2023-2026 MOU attached hereto as Exhibit 2 (“MOU”). The provisions in the actual adopted MOU shall prevail over any conflicts between the MOU provisions and the provisions in this Resolution.

SECTION 3. The terms and conditions of employment for those employees in the unit represented by the Bell Gardens Public Works Employees Association, and which shall be incorporated into Exhibit 2, are:

1. **Article I Section C. Term of Agreement**

The term of the agreement will be June 1, 2023 to May 31, 2026.

2. **Article IV Section B. Salaries (1)**

All classifications within this bargaining unit shall receive base salary adjustments as follows:

Effective the first full pay period following June 1, 2023: 7% base salary increase.

Effective the first full pay period following June 1, 2024: 4% base salary increase.

Effective the first full pay period following June 1, 2025: 5% base salary increase.

3. Article IV. Section B. (2) Salaries – Within thirty (30) days of ratification of the agreement. The City shall provide a one-time lump sum payment to each unit member in an amount equivalent to 50 hours of the employee’s base hourly rate.
4. Article IV. Section G. Specialized Certificate Compensation – Increase amount of specialized certificates allowed for compensation from three (3) to four (4), rendering the maximum monthly gross specialized certificate payment to be in the amount of two hundred dollars (\$200) per month.
5. Article III. Section B. Overtime – Increase permitted amount of accumulated compensatory time from eighty (80) hours to one hundred and twenty (120) hours.
6. Article III. Section G. Cash Distribution of Accumulated and Earned Leave Time – Increase permitted annual vacation buy out amount from 80 hours to 120 hours.
7. Article III. Section E. (1) Sick Leave – Revised language to include and identify who an employee can take leave for: domestic partner, grandparent, grandchild, sibling, parent-in-law or “designated person”. Also identify “designated person” as any individual related to blood or whose association with the employee is the equivalent of a family relationship.
8. Article III. Section E. (3) Sick Leave – Pay out accumulated sick leave in excess of 500 hours in December 2023.
9. Article III. Section F. Bereavement Leave – Revise language to include domestic partner, grandparent, grandchild, sibling, or parent-in-law.
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10. Article IV. Section E. Uniform Allowance – Increase boot allowance from \$400.00 to \$450.00

SECTION 4. The City Council hereby approves and adopts the 2023-2026 Memorandum of Understanding attached to the Staff Report as Exhibit 2.

SECTION 5. Subject to all applicable laws, the City Council hereby authorizes the City Manager to execute the MOU and all documents reasonably necessary to effectuate the intent of this Resolution.

SECTION 6. The City Clerk shall attest and certify to the passages and adoption of this Resolution and enter it into the book of original resolutions, and it shall become effective immediately upon its approval.


PASSED, APPROVED, and ADOPTED this 22nd day of May, 2023.

THE CITY OF BELL GARDENS



Alejandra Cortez, Mayor

APPROVED AS TO FORM:



Stephanie Vasquez
City Attorney


ATTEST:



Daisy Gomez
City Clerk

I, DAISY GOMEZ, City Clerk of the City of Bell Gardens, hereby CERTIFY that **City Council Resolution No. 2023-34** was adopted by the Bell Gardens City Council at a regular meeting of the City Council held on **Monday, May 22, 2023**, and was approved and passed by the following vote:

- AYES: Council Member Barcena, Chavez, Pulido, Mayor Pro Tem De Leon Sanchez;
Mayor Cortez
- NOES: None
- ABSTAIN: None
- ABSENT: None



Daisy Gomez
City Clerk