

RESOLUTION NO. 2023-33

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 CITY EMPLOYEES ASSOCIATION (“CEA”)

WHEREAS, the representatives of the City and the Bell Gardens City 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 City 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 City 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 City 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 V 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 V. 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 V. Section D. Uniform Allowance – Increase uniform allowance from \$600 to \$750 per fiscal year for unit members required to wear a prescribed uniform.
5. Article V. Section F. (2) Cash Distribution of Accumulated and Earned Leave Time – Increase permitted annual vacation buy out amount from 80 hours to 120 hours.
6. Article IV. Section D. (1) Sick Leave – Revise 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 by blood or whose association with the employee is the equivalent of a family relationship.
7. Article IV. Section D. (2) Sick Leave – Pay out accumulated sick leave in excess of 500 hours in December 2023.
8. Article IV. Section E. Bereavement Leave – Revise language to include domestic partner, grandparent, grandchild, sibling or parent-in-law.

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.

[Signatures on the following page]

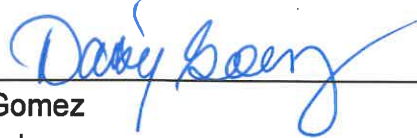
THE CITY OF BELL GARDENS


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. 2023-33** 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