

REPORT

To the Honorable Mayor and City Council
From the City Manager

May 22, 2006

Subject

Side letter of agreement between the City of Redwood City and the Redwood City Management Employees Association (RCMEA) regarding certification pay programs for specific job classifications.

Recommendation

It is recommended that City Council authorize the Human Resources Department to execute the attached amendment to the current Memorandum of Understanding (MOU) with RCMEA that would grant certification pay of 2.5% of base salary to employees in the Parks, Recreation and Community Services (PRCS) Manager classification who hold a current State of California Qualified Applicator Certificate and are assigned by the Parks, Recreation and Community Services Director to perform qualified applicator duties.

Background

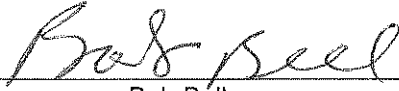
In the most recent contract negotiations with RCMEA, the parties agreed via side letter to explore certification incentive pay for unit members who acquire certifications or licenses not required by job description or mandated by law. The parties conducted several meetings on this topic, during which several incentive pay proposals were presented by RCMEA. The one certification that is being recommended for incentive pay is the State of California Qualified Applicator Certificate. There are currently two employees in the PRCS Manager position assigned to perform and oversee pesticide applicator duties and are required by the State to hold the Qualified Applicator Certificate. This recommendation is based on the fact that this certification is not required by the PRCS Manager job description; the City is required to by the State to employ managers to hold this certification in order to perform park maintenance duties; and members of Service Employees International Union (SEIU) who perform such duties qualify for this same differential per their current contract provisions.

Alternative

The alternative would be to not execute this side letter of agreement amendment and thereby not grant this certification pay to those employees in the PRCS Manager classification who hold a current State of California Qualified Applicator Certificate.

Fiscal Impact

The annual fiscal impact of granting this certification pay to the two PRCS Manager incumbents would be \$4657.80.



Bob Bell
HR Director



Ed Everett
City Manager

Attachment: Amendment to Agreement



AMENDMENT TO MEMORANDUM OF UNDERSTANDING

Chris Beth
RCMEA President

Subject: Amendment to Memorandum of Understanding

Chris:

This document shall serve as an amendment to the 2005 – 2009 Memorandum of Understanding between the City of Redwood City and the Redwood City Management Employees Association. In a side letter executed after the conclusion of negotiations, the parties agreed to explore certification incentive pay for unit members who acquire certifications or licenses not required by job description or mandated by law.

The parties agree that the City will grant certification pay of 2.5% of base salary to employees in the Parks, Recreation and Community Services (PRCS) Manager classification who hold a current State of California Qualified Applicator Certificate and are assigned by the Parks, Recreation and Community Services Director to perform qualified applicator duties. This agreement will be effective the first full pay period after the amendment is approved by Council and signed and executed by Human Resources and RCMEA.

If the foregoing is in conformance with your understanding, please indicate your approval and acceptance in the space provided below.

APPROVED AND ACCEPTED

Very truly yours,

REDWOOD CITY MANAGEMENT
EMPLOYEES ASSOCIATION

CITY OF REDWOOD CITY

By _____
Chris Beth, RCMEA President

By _____
Robert Bell, Human Resources Director

Date: _____

Date: _____