



**CITY OF PITTSBURG
AGENDA**

NOVEMBER 02, 2020

**CITY HALL COUNCIL CHAMBER
65 CIVIC AVENUE, PITTSBURG, CA**

**CLOSED SESSION
5:00 P.M.**

**REGULAR MEETINGS
7:00 P.M.**

**CITY COUNCIL
PITTSBURG ARTS AND COMMUNITY FOUNDATION
PITTSBURG POWER COMPANY
SOUTHWEST PITTSBURG GEOLOGIC HAZARD ABATEMENT DISTRICT II
SUCCESSOR AGENCY**

PRESIDING

**Jelani Killings, Mayor/Chair
Marilyn “Merl” Craft, Vice-Mayor/Chair
Holland Barrett White, Council Member/Board Member
Shanelle Scales-Preston, Council Member/Board Member
Juan Antonio Banales, Council Member/Board Member**

**FOR HOUSING AUTHORITY:
S.L. Floyd, Housing Authority Member
Annie Hill Herring, Housing Authority Member**

Pittsburg City Council meetings are held the first and third Mondays of each month at 7:00 p.m. The Housing Authority meets in conjunction with the City Council on the third Monday of each month. The Pittsburg City Council meets regularly in the Council Chamber at 65 Civic Avenue, unless otherwise noted above. The City Council also sits as the Board of Directors of several other City agencies. The stipends for all agency members conform to state statutes governing compensation amounts. All other Agencies meet on an as needed basis and will be listed above if applicable. Copies of the open session agenda packets, which are distributed to the City Council, are on file in the office of the City Clerk, 65 Civic Avenue, Pittsburg, California, and are available for public inspection, beginning 72 hours in advance, during normal business hours (8:00 a.m. – 5:00 p.m., Monday through Friday, except from noon to 1:00 p.m. and City holidays). The agenda and reports are also located on the City's website at www.ci.pittsburg.ca.us. Additionally, if any reports or documents, which are public records, are distributed to the City Council less than 72 hours before the meeting, those reports and documents will also be available for public inspection in the City Clerk's Office and on the day of the meeting in the Council Chamber at the public counter area below the dais.



PUBLIC ADVISORY:
THE CITY COUNCIL CHAMBER WILL NOT BE OPEN TO THE PUBLIC

Pursuant to Section 3 of Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, the meeting of the City Council will be conducted electronically through Zoom and broadcast live through Granicus on the City's website. Please be advised that pursuant to the Executive Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, the Council Chamber will not be open for the meeting. Council Members will be participating electronically and will not be physically present in the Council Chamber.

Comments can be submitted via email to meetingcomments@ci.pittsburg.ca.us. If you wish to have your comments read to the Council Members during the appropriate Public Comment period, please indicate in the Subject Line "FOR PUBLIC COMMENT" and list the item number you wish to comment on. If your comment is for a non-agenda item, indicate "FOR PUBLIC COMMENT – NON AGENDA." Comments that you want read to the Council will be subject to the three minute time limitation (approximately 350 words). Written comments that are only to be provided to Council and not read at the meeting will be distributed to the Council prior to the meeting if received by 5:00 p.m. the date of the meeting. Comments via text and social media (Facebook, Twitter, etc.) will not be accepted. Just as in a live meeting inside the Council Chamber, only one comment per agenda item per person is allowed. If you comment more than once on a particular topic, only the first email will be read aloud.

The City of Pittsburg thanks you in advance for taking all precautions to prevent the spread of the COVID 19 virus.

AUDIENCE REMARKS

The Audience Remarks period is for the public to comment on any items scheduled to be heard during the Closed Session portion of the meeting, if applicable.

5:00 P.M. - CONVENE IN CLOSED SESSION

1. PUBLIC EMPLOYEE PERFORMANCE EVALUATION pursuant to Section 54957:

City Attorney

7:00 P.M. - CONVENE IN OPEN SESSION FOR REGULAR MEETING

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

PRESENTATIONS

2. Update on DeAnza Park Improvements

Update on DeAnza Park Improvements Project, Joint Effort with East County Regional Group

3. 2nd Quarter Overview of Use of Force by Law Enforcement Personnel and Overview of Internal Affairs Investigations

CITY MANAGER REPORTS/REMARKS

The City Manager may make brief announcements or informal comments at this time and brief the Council on items of interest. (No Action Required)

PUBLIC COMMENTS

See Public Advisory.

COMMITTEE REPORTS

Council Members may make a report on their committee assignments at this time. (see attached list of adhoc committees and other public agencies in which Council members participate). (No Action Required)

CONFLICT OF INTEREST STATEMENT

City Council/Agency Members may make any conflict of interest declarations pertaining to Consent Calendar items at this time.

COMBINED CITY COUNCIL, PITTSBURG ARTS AND COMMUNITY FOUNDATION,
PITTSBURG POWER COMPANY, SUCCESSOR AGENCY AND SOUTHWEST
PITTSBURG GHAD II CONSENT CALENDAR

4. Minutes of October 21, 2020
5. Adoption of a City Council Resolution Approving the Terms and Conditions of Employment for Employees in the Teamsters Union, Local 856 for the Period July 1, 2020–June 30, 2021

The Memorandum of Understanding between the City of Pittsburg and the Teamsters Union, Local 856 expired on June 30, 2020. The City and Teamsters representatives started negotiation sessions in March 2020 to develop a successor Memorandum of Understanding (MOU), and have reached a tentative agreement on the terms and conditions of employment for fiscal year 2020-2021 that provides for a contract term extension through June 30, 2021, a circumscribed reopening of the contract in November 2020, and specific revisions to certain articles of the MOU to be amended. Should Council approve these terms, staff will prepare a successor MOU that incorporates the agreed upon changes.

COUNCIL REQUEST FOR FUTURE AGENDA ITEMS

Council Members may request items to be considered for future agendas. An item will only be brought forward with a majority vote and will appear on a future agenda with staff recommendations for further Council consideration.

COUNCIL MEMBER REMARKS

Council Members may make brief announcements or informal comments at this time. (No Action Required)

ADJOURNMENT to November 16, 2020

NOTICE TO PUBLIC

GENERAL INFORMATION

Copies of the open session agenda packets, which are distributed to the City Council, are on file in the office of the City Clerk, 65 Civic Avenue, Pittsburg, California, and are available for public inspection, beginning 72 hours in advance, during normal business hours (8:00 a.m. – 5:00 p.m., Monday through Friday, except City holidays). The full packets are also located on the City's website at www.ci.pittsburg.ca.us. If any reports or documents, which are public records, are distributed to the City Council less than 72 hours before the meeting, those reports or documents will be available for public inspection in the City Clerk's Office and on the day of the meeting in the Council Chamber at the public counter area below the dais.

SPEAKER'S CARD

Members of the audience who wish to address the City Council on issues that are not scheduled for the agenda and on any items listed as part of the agenda should complete a Speaker's Card available at the dais. Please read the card carefully in order to fill out the card properly. Submit the completed card to the City Clerk before the item is called, preferably before the meeting begins. Individuals will be given three minutes to address the Council unless additional time is allowed as provided for spokespersons. Speakers are not permitted to yield their time to another speaker. Prior to speaking, each member of the public shall state their name and business and City of residence in a clear and audible tone of voice. Pursuant to the Brown Act, no action may be taken by the City Council on items not already scheduled on the agenda; however, the City Council may refer your comments/concerns to staff or request that the item be placed on a future agenda.

PUBLIC HEARINGS

Persons who wish to speak on Public Hearings listed on the agenda will be heard when the Public Hearing is opened, except on Public Hearing items previously heard and closed to public comment. After the public has commented, the item is closed to public comment and brought to the Council/Agency level for discussion and action. Further comment from the audience will not be received unless requested by the Council/Agency.

There is a 90-day limit for the filing of a challenge in the Superior Court to certain City administrative decisions and orders which require a hearing by law, the receipt of evidence, and the exercise of discretion. The 90-day limit begins on the date the decision is final (Code of Civil Procedure Section 1094.6). Further, if you challenge an action take by the City Council in court, you may be limited, by California law, including but not limited to Government Code Section 65009, to raising only those issues you or someone else raised in the public hearing, or in written correspondence delivered to the City Council prior to or at the public hearing. The City Council may be requested to reconsider a decision if the request is made prior to the next City Council meeting, regardless of whether it is a regular or special meeting.

NOTICE TO THE DISABLED AND VISUALLY OR HEARING IMPAIRED

In compliance with the Americans with Disabilities Act, the City of Pittsburg will provide special assistance for disabled citizens. Upon request, an agenda for any meeting shall be made available in appropriate alternative formats. The Council Chamber is equipped with sound amplifier units for use by the hearing impaired. The units operate in conjunction with the Chamber's sound system. You may request the sound amplifier from the City Clerk for personal use during Council meetings. If you need special assistance to participate in this meeting, or are requesting a specially formatted agenda, please contact the City Clerk at 925-252-4850. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting or provide the requested agenda format. (28 CFR 35.102-35.104 ADA Title II)

DISRUPTIVE CONDUCT

The Council requests that you observe the order and decorum of our Council Chamber by turning off or setting to vibrate all cellular telephones, and that you refrain from making personal, impertinent, or slanderous remarks. Boisterous and disruptive behavior while the Council is in session, and the display of signs in a manner which violates the rights of others or prevents others from watching or fully participating in the Council meeting, is a violation of our Municipal Code and any person who engages in such conduct can be ordered to leave the Council Chamber by the Mayor.

LIVE MEDIA BROADCASTING ADVISEMENT

City Council meetings are webcast live on the City's website at www.ci.pittsburg.ca.us on the Streaming Media page. Past meetings are also archived on that webpage. City Council meetings are also broadcast live on CCTV, Channel 24 also re-run at a later date. For more information, please contact the City Clerk's office at 252-4850.

City Council Outside Agency / Liaison / Sub-Committees Assignments - 2020

Updated October 20, 2020

<u>OUTSIDE AGENCY BOARDS</u>	<u>COUNCIL MEMBER(S)</u>	<u>TYPE</u>	<u>MEETS</u>	<u>STAFF</u>
ABAG	Jelani Killings / Merl Craft Alternate	Standing	Annual	G. Evans
Delta Diablo**	Juan Banales / Shanelle Scales-Preston Alt.	Standing	2 nd Wednesday	F. McKinley
East Co. Co. County Habitat Conservancy	Juan Banales / Holland White Alternate	Standing	Monthly	K. Pollot
East County Water Management	Merl Craft / Holland White Alternate	Standing	Annual	F. McKinley
MCE Clean Energy Board	Shanelle Scales-Preston / Juan Banales Alt.	Standing	4 Per Year	D. Buchanan
TRANSPLAN / ECCRFFA	Juan Banales / Holland White Alternate	Standing	2 nd Thursday	J. Hecht
Tri-Delta Transit (2 reps)***	S. Scales-Preston & Merl Craft / Jelani Killings Alt.	Standing	Last Wednesday	J. Hecht
<u>LIAISON TO</u>	<u>COUNCIL MEMBER(S)</u>	<u>TYPE</u>	<u>MEETS</u>	<u>STAFF</u>
East Bay League of Calif. Cities	Jelani Killings / Juan Banales Alt.	Standing	3 rd Thursday	*Rotational
Mayor's Conference	Juan Banales / Jelani Killings Alt.	Standing	1 st Thursday	G. Evans
School Districts Committee (2x2)	Holland White & Jelani Killings / Merl Craft Alt.	Standing	4 th Thursday even months	G. Evans
<u>SUBCOMMITTEES</u>	<u>COUNCIL MEMBER(S)</u>	<u>TYPE</u>	<u>MEETS</u>	<u>STAFF</u>
CAC CDBG Subcommittee	S. Scales-Preston & Jelani Killings / Holland White Alt.	Standing	As needed	M. Aliotti
Camp Stoneman Anniversary Celebration	Merl Craft & Shanelle Scales-Preston	Ad Hoc	As needed	Evans/Simonton
City Infrastructure and Transportation	Juan Banales & S. Scales-Preston / Holland White Alt.	Standing	TBD	G. Evans
Community Services Subcommittee	Juan Banales & Holland White	Ad Hoc	As needed	G. Evans/M. Aliotti
Constituent Management Services	S. Scales-Preston/White / Banales Alt.	Ad Hoc	As needed	G. Evans
Flag Protocols	Holland White & Shanelle Scales-Preston	Ad Hoc	As needed	J. Davis
Hills Committee	Juan Banales & Holland White / Merl Craft Alt.	Ad Hoc	As needed	G. Evans
Pittsburg Recognition Committee	Merl Craft / Juan Banales Alt.	Ad Hoc	As needed	J. Hecht
Economic Develop/Waterfront Subcommittee	Jelani Killings & Holland White / Juan Banales Alt.	Standing	Quarterly	K. Simonton
Finance Subcommittee	Jelani Killings & Juan Banales / Merl Craft Alt.	Standing	As needed	B. Farmer
Land Use Subcommittee	Juan Banales & Holland White / Merl Craft Alt.	Ad Hoc	As needed	K. Pollot
Pittsburg Arts & Community Foundation	Merl Craft & S. Scales-Preston / Jelani Killings Alt.	Standing	As needed	G. Evans
Pittsburg Police Activities League (PAL)	S. Scales-Preston & Holland White / Juan Banales Alt.	Standing	Monthly	B. Addington
Power Company Advisory	S. Scales-Preston & Holland White / Merl Craft Alt.	Standing	As needed	D. Buchanan
Sister City Committee	Jelani Killings & Merl Craft / Holland White Alt.	Ad Hoc	As needed	K. Simonton
Successor Agency Subcommittee	Merl Craft & Jelani Killings / S. Scales-Preston Alt.	Standing	As needed	M. Aliotti

*Rotational Staff as assigned by City Manager

**Stipend of \$209 per month

***Stipend of \$100 per month

COMMISSION/SUBCOMMITTEE MEETING SCHEDULE

Following is a tentative list of currently scheduled Commission meetings for the upcoming month. For further information, please visit our website at www.ci.pittsburg.ca.us and click on the CALENDAR link for meetings, dates, times and locations.

Commission	Tentative Meeting Dates
Planning Commission	2 nd and 4 th Tuesdays
Community Advisory Commission	1 st Wednesday

Planning Commission meetings are regularly held the second and fourth Tuesdays of the month in the Pittsburg City Hall Council Chambers.

Community Advisory Commission meetings are regularly held the first Wednesday of the month in the Pittsburg City Hall Council Chambers.

In addition to the Commission Meetings listed above, there are several Council Member Subcommittees that meet on an “as needed basis”. For a list of subcommittees that Council Members and staff are assigned to, please see the “Council Committee List” attached to the agenda.

Subcommittee Meetings that are anticipated to occur in the coming month vary. The meeting dates, times and locations for these meetings are yet to be determined. This information will be posted on the City’s website, www.ci.pittsburg.ca.us, as soon as it is determined. Please check the Calendar on the City’s website for information.

For further information, contact the City staff member assigned to that Commission or Subcommittee.



**OFFICE OF THE CITY MANAGER/EXECUTIVE DIRECTOR
65 Civic Avenue
Pittsburg, CA 94565**

TO: Mayor and Council Members

FROM: Garrett Evans, City Manager

SUBJECT: Update on DeAnza Park Improvements Project, Joint Effort with East County Regional Group

MEETING DATE: November 2, 2020

EXECUTIVE SUMMARY

The City has partnered with East County Regional Group and First 5 Contra Costa for a project to construct an asphalt path with exercise equipment at DeAnza Park. The project is scheduled to be complete in Spring 2021.

FISCAL IMPACT

Project funds previously allocated to Project 3077, Annual Park and Landscaping Improvements Project (Fund 304) are sufficient. No new funds are requested.

RECOMMENDATION

City Council accept report for information purposes only.

BACKGROUND

On December 16, 2019, the City Council approved Resolution 19-13729 to allocate funds and adopt the City's Five-Year Capital Improvement Program for FY 2019-20 through 2023-24, including the Annual Park and Landscaping Improvements Project. This project has an approved project budget of \$200,000 for multiple park improvement projects in the City.

In 2019, representatives of the East County Regional Group and First 5 Contra Costa approached the City regarding a joint project at DeAnza Park, using a \$50,000 grant for park improvements and City funds.

SUBCOMMITTEE FINDINGS

This item was not presented to a subcommittee.

STAFF ANALYSIS

In 2016, East County Regional Group, First 5 Contra Costa and the City worked together on a successful project to install a new playground at DeAnza Park, using grant funds and City funds in a joint effort.

In 2019, First 5 Contra Costa approached the City with a similar opportunity at the same park, to add an amenity for adults to exercise. The latest project would be partially funded with a \$50,000 grant from the Kaiser Foundation.

Staff identified funds within the City's Annual Park and Landscaping Improvements Project to match the grant dollar-for-dollar. Project partners met at the site and developed a plan for a walking path with four locations to install exercise equipment for adults to use.

On September 26, 2020, East County Regional Group and First 5 Contra Costa, with support from Healthy and Active Before 5, held an on-line community meeting to discuss the project and choose the exercise equipment for the project.

Pursuant to the grant, First 5 Contra Costa will order the equipment and arrange for its installation at the park. City staff will coordinate the project, and City funds will be used to prepare the site and construct the asphalt path.

The project schedule is for construction to be performed over the next several months, with completion in Spring 2021.

ATTACHMENTS: Power Point Presentation

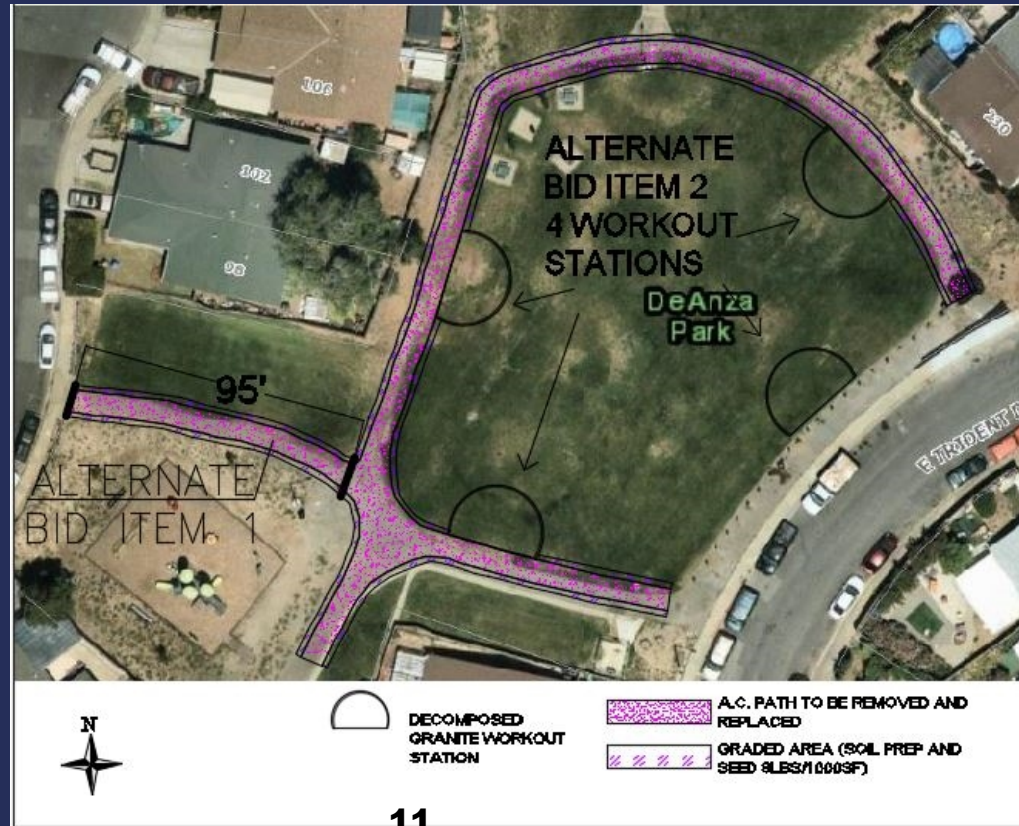
Report Prepared By: Jill Hecht, Director of Community Development



City of
Pittsburgh

DeAnza Park
Walking Path & Par Course
November 2, 2020

Site Map



Par Course Equipment



Skill Trainer



Combination Hub



Cardio Walker



Sit up/ Back Extension



Project Schedule



- Construction during Fall/Winter
- Public Opening Celebration Spring 2021

**CITY OF PITTSBURG
CITY COUNCIL/AGENCY CONCURRENT MEETING MINUTES**

DATE: October 19, 2020

LOCATION: Council Chamber, City Hall, 65 Civic Avenue, Pittsburg, CA 94565

CITY COUNCIL.AGENCY MEMBERS

Jelani Killings, Mayor/Chair
Marilyn Craft, Vice-Mayor/Chair
Holland Barrett White, Council/Agency Member
Shanelle Scales-Preston, Council/Agency Member
Juan Antonio Banales, Council/Agency Member
S.L. Floyd, Agency Member
Annie Hill Herring, Agency Member

APPOINTED OFFICIALS

Garrett Evans, City Manager/Executive Director
Donna Mooney, City Attorney/Legal Counsel
Alice E. Evenson, City Clerk/Agency Secretary (elected)
Nancy Parent, City Treasurer (elected)

Pursuant to Section 3 of Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, the regular meeting of the City Council for October 19, 2020 was conducted electronically for Closed Session and through Zoom with broadcasting live through Granicus on the City's website. Please be advised that pursuant to the Executive Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, the Council Chamber was not open for the meeting. Council Members participated electronically or through Zoom and were not physically present in the Council Chamber.

Mayor Killings called the meeting of the City Council to order at 7:03 P.M. in the City Council Chamber at City Hall, 65 Civic Avenue, Pittsburg, CA.

ROLL CALL

Vice Mayor/Chair Craft was absent and excused due to an extended medical leave.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

PRESENTATION

1. Contra Costa County Consolidated Fire District Update

Assistant Fire Chief Mike Quesada presented the latest district update.

CITY MANAGER REPORTS/REMARKS

City Manager Evans gave an update on the COVID-19 health order for the City of Pittsburg.

PUBLIC COMMENTS

Comments were received from:

Greg Enholm
Jaime Rich

COMMITTEE REPORTS

Member Scales-Preston attended the League of California Cities Annual Conference.

Member White attended the Economic Development/Waterfront meeting.

Member Banales, along with the Mayor, attended the Finance Subcommittee Meeting.

Mayor Killings, along with a delegation from the Mayors Conference, attended the ABAG Executive Board Meeting.

PITTSBURG ARTS AND COMMUNITY FOUNDATION

CONSIDERATION

2. Adoption of a Pittsburg Arts and Community Foundation Resolution Approving the Agreement Between Pittsburg Arts and Community Foundation Inc. and John H. and Regina K. Scully Foundation Regarding a Donation and Accepting the Donation and Increasing the Pittsburg Arts and Community Foundation Budget for Fiscal Year 2020-2021.

The Foundation accepted a one million dollar grant from the John H. and Regina K. Scully Foundation earmarked for renovations at the California Theatre.

Comments were received by:

Mark Linde, Pittsburg
Josie and Lou Esposito, Pittsburg

On Motion by Member Scales-Preston, seconded by Member White to adopt and carried by the following vote:

AYES: Banales, Scales-Preston, White, Killings
ABSENT: Craft

CITY COUNCIL MEETING

CONSIDERATION

3. Receive and File the Report Updating on the City's Financial Condition resulting from Covid – 19 Economic Recession

On Motion by Mayor Killings, seconded by Member Banales to adopt and carried by the following vote:

AYES: Banales, Scales-Preston, White, Killings
ABSENT: Craft

CONFLICT OF INTEREST STATEMENT

There were no conflict of interest statements.

COMBINED CITY COUNCIL, PITTSBURG ARTS AND COMMUNITY FOUNDATION, PITTSBURG POWER COMPANY AND SOUTHWEST PITTSBURG GHAD II AND SUCCESSOR AGENCY CONSENT CALENDAR

On Motion by Member Banales, seconded by Member Scales-Preston to adopt and carried by the following vote:

AYES: Banales, Scales-Preston, White, Killings
ABSENT: Craft

4. Minutes of October 5, 2020
5. Adoption of a City Council Resolution and a Pittsburg Power Company Resolution to Approve the Lease Agreement by and between the City of Pittsburg and the Pittsburg Power Company
6. Adoption of a City Council Resolution Authorizing the Acceptance and Appropriation of the State of California Office of Traffic Safety Grant Funds for the Selective Traffic Enforcement Program in the amount of \$89,900
7. Adoption of a City Council Resolution Authorizing Acceptance and Appropriation of the State of California Office of Traffic Safety - State Traffic Safety Information System Improvement Grant Funds in the amount of \$34,800
8. Adoption of a City Council Resolution Approving the Final Map, Subdivision Improvement Agreement, and Improvement Plans for Subdivision 9497 Vista Del Mar II
9. Adoption of a City Council Resolution Approving the Final Map, Subdivision Improvement Agreement, and Improvement Plans for Subdivision 8654 Tuscany Meadows Unit 1

COUNCIL REQUEST FOR FUTURE AGENDA ITEMS

10. Consideration of a City Council Request for a Future Agenda Item Related to Constituent Management Software Solutions and By Minute Order Establishing an Ad Hoc Committee on Software Solutions and Appointing Two Committee Members Member Banales asked for an ad hoc committee to be formed for the possibility of creating Constituent Management Services.

On Motion by Member Banales, seconded by Member White to create an ad hoc committee, appointing Member Scales-Preston and Member White with Member Banales serving as Alternate and carried by the following vote:

AYES: Banales, Scales-Preston, White, Killings
ABSENT: Craft

COUNCIL MEMBER REPORTS AND REMARKS

There were no Council Member reports or remarks.

ADJOURNMENT

The City Council meeting adjourned at 8:25 P.M. to November 2, 2020.

Respectfully submitted,

Alice E. Evenson, City Clerk



**OFFICE OF THE CITY MANAGER/EXECUTIVE DIRECTOR
65 Civic Avenue
Pittsburg, CA 94565**

TO: Mayor and Council Members

FROM: Garrett Evans, City Manager

SUBJECT: Adoption of a City Council Resolution Approving the Terms and Conditions of Employment for Employees in the Teamsters Union, Local 856 for the Period July 1, 2020–June 30, 2021

MEETING DATE: November 2, 2020

EXECUTIVE SUMMARY

The Memorandum of Understanding between the City of Pittsburg and the Teamsters Union, Local 856 expired on June 30, 2020. The City and Teamsters representatives started negotiation sessions in March 2020 to develop a successor Memorandum of Understanding (MOU), and have reached a tentative agreement on the terms and conditions of employment for Fiscal Year 2020-2021 that provides for a contract term extension through June 30, 2021, a circumscribed reopening of the contract in November 2020, and specific revisions to certain articles of the MOU to be amended. Should Council approve these terms, staff will prepare a successor MOU that incorporates the agreed upon changes.

FISCAL IMPACT

There is no fiscal impact for the proposed amendments to the MOU.

RECOMMENDATION

Staff recommends that the City Council adopt a resolution approving the October 9, 2020 tentative agreement, authorizing the City Manager to prepare and execute a successor MOU between the City of Pittsburg and Teamsters Union for the period of July 1, 2020 – June 30, 2021.

BACKGROUND

With the onset of the COVID-19 pandemic and resulting economic impacts, the City expects a marked decrease in revenue for Fiscal Year 2020-2021. As a result, the City's fiscal uncertainty has severely limited its current ability to achieve productive labor negotiation on compensation matters with its employee bargaining units.

Teamsters Union unit members are deeply committed to providing a level of excellence in public service and responding effectively and efficiently to the needs of the Pittsburgh community. While the City's ability to effectively recruit and retain qualified employees is related to the quality of the total compensation package offered, the City and Teamsters Union also recognize that current unprecedented financial challenges and anticipated budget shortfalls call for a temporary pause in labor negotiation efforts on compensation matters.

The City and Teamsters Union representatives started meeting in March 2020 to negotiate a successor MOU. During the parties' negotiation sessions, two (2) tentative agreements were reached for amendments to language of the current MOU and a one-year contract extension with a circumscribed reopening of the MOU in November 2020.

The Teamsters Union membership ratified the parameters of the tentative agreement package on October 1, 2020. For additional details and changes to terms and conditions of employment, please refer to the Staff Analysis section of this report and Exhibit A – Tentative Agreements between the City of Pittsburgh and the Teamsters Union bargaining unit.

SUBCOMMITTEE FINDINGS

This item was not reviewed by a subcommittee.

STAFF ANALYSIS

In accordance with the Meyers-Milias-Brown Act, the City Council is asked to approve the terms and conditions of employment for employees in the Teamster Union bargaining unit for the period July 1, 2020 through June 30, 2021.

The terms and conditions of the tentative agreement include the following amendments to the current MOU:

- 1) 12-month extension of the current MOU
- 2) Section 2.1 – Reopener: New section to provide an opportunity to reopen the MOU in November 2020 if initiated by either party
- 3) Section 6.1 – Uniform Allowance: Modifies frequency of allowance payments and redistributes current allowance between protective/safety footwear and work pants
- 4) Section 8.4 – Forty (40) hours of sick leave credited to each Teamsters Union member in acknowledgement of the inherent health risks associated with the essential contributions made in this community to help slow the spread of the COVID-19 pandemic

For additional details of the changes agreed upon, please refer to Exhibit A – Tentative Agreements between the City of Pittsburgh and the Teamsters Union bargaining unit.

ATTACHMENTS: Exhibit A – Tentative Agreements between the City of Pittsburgh and the Teamsters Union bargaining unit
Exhibit B – Resolution

Report Prepared By: Stacy Shell, Director of Human Resources

BEFORE THE CITY COUNCIL OF THE CITY OF PITTSBURG

In the Matter of:

A Resolution Approving the Terms and	)	RESOLUTION NO. 20-
Conditions of Employment for Employees	)	
in the Teamsters Union, Local 856 for	)	
the period of July 1, 2020 through	)	
<u>June 30, 2021</u>	)	

The Pittsburg City Council FINDS AND DETERMINES as follows:

WHEREAS, the Memorandum of Understanding between the City of Pittsburg and the Teamsters Union, Local 856 expired on June 30, 2020; and

WHEREAS, City representatives and the duly appointed representatives of the Teamsters Union bargaining unit have met and conferred in accordance with Section 3500 et seq. of the California Government Code; and

WHEREAS, the membership of the Teamsters Union bargaining unit ratified the attached agreement on October 1, 2020; and

WHEREAS, the City Manager and City staff recommend the terms and conditions of the agreement to be approved by the City Council; and

WHEREAS, the City Manager and City staff will prepare a successor MOU that incorporates the agreed upon changes upon adoption of this resolution.

NOW, THEREFORE the City Council DOES RESOLVE as follows:

Section 1. The recitals set forth above are true and correct statements and are hereby incorporated in conjunction with the staff report.

Section 2. The City Council hereby approves the attached terms and conditions and directs staff to prepare a Memorandum of Understanding setting forth the terms and conditions.

Section 3. The Resolution shall become effective immediately upon adoption.

PASSED AND ADOPTED by the City Council of the City of Pittsburg at a regular meeting on the 2nd day of November, 2020, by the following vote:

AYES:

NOES:

ABSTAINED:

ABSENT:

Jelani Killings, Mayor

ATTEST:

Alice E. Evenson, City Clerk

COLLECTIVE BARGAINING BETWEEN
CITY OF PITTSBURG
AND
TEAMSTERS LOCAL 856
CITY PROPOSAL

June 22, 2020

Revised September 14, 2020

12-month extension of the current MOU, with all tentative agreements the parties may reach with respect to language clean-up.

2.1 Reopener *(New Section)*

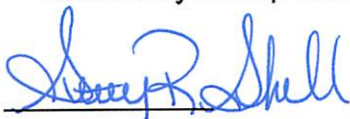
If either party to this MOU wishes to reopen the MOU on any of the articles in the MOU, it may do so by notifying the other party in writing between November 15, 2020 – December 1, 2020. If neither party triggers the reopener, negotiations regarding the MOU will be for successor MOU. If either party triggers the reopener by notifying the other party in writing between November 15, 2020 – December 1, 2020, the parties agree that they will promptly return to the collective bargaining table (within 10 days) and begin to negotiate per the proposals issued by either side. The parties agree that the effective date of any proposals issued per the reopener cannot, without mutual agreement, be later than December 1, 2020.

Upon ratification of this extension agreement and until November 15, 2020, should any other bargaining unit in the City receive any wage benefit or benefit enhancements that exceed those contained in this agreement, the Teamsters bargaining unit shall receive such wages or benefits retroactive to the date such wages or benefits went into effect. It is understood that wage enhancements are defined as Across the Board Cost of Living Adjustments and/or lump sum/cash payments. Benefits are defined as medical, dental, vision care, life insurance, retirement plans, long term disability insurance, accidental death and dismemberment insurance, dependent care assistance program, holidays, leave accruals, and/or deferred compensation contributions.

8.4 Sick Leave – COVID-19 *(New Section)*

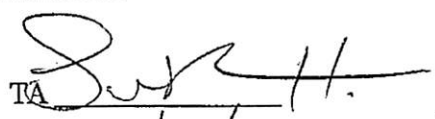
Upon adoption of the agreement by the City Council, 40 hours of sick leave shall be credited to each unit member's sick leave bank as acknowledgement of the inherent health risks associated with the essential contributions made in this community to help slow the spread of the COVID-19 pandemic.

TA



Date: 10/9/20

TA



Date: 10/5/20

COLLECTIVE BARGAINING BETWEEN

CITY OF PITTSBURG

AND

TEAMSTERS LOCAL 856

CITY PROPOSAL

June 22, 2020

Revised August 21, 2020

6.1 Uniform Allowance

Employees who are required by their department head to wear a uniform shall be provided with work uniforms at City expense. Uniforms will be replaced, as needed, thereafter.

Work uniforms shall be appropriate for the typical functions performed and consistent with good safety practices. The department heads shall determine the color, style and lettering on the uniforms to be worn by their subordinates, subject in each case to the approval of the City Manager.

The City shall furnish as an initial issue to each regular employee three (3) work uniform shirts, and may include depending on the job function one (1) cold weather coat, and two (2) sweatshirts. The employee shall be responsible for laundering and mending their work uniforms at their expense. Whenever a work uniform shirt, or a part thereof, is worn out or damaged beyond repair, the employee shall turn said work uniform shirt in to his/her department head and shall be issued replacement work uniform shirts therefore.

A. The City shall provide employees with protective/safety footwear. The type and style of such protective/safety footwear shall be determined by the employee's department director and shall be limited to three hundred dollars (\$300) (including tax and any other costs) per fiscal year.

B. The uniform allowance for work boots/shoes and work pants is ~~five~~two-hundred fifty dollars (\$5250). The uniform allowance is prorated and payable ~~twice a year~~every pay period with a regular paycheck, for the first pay period in June and the first pay period in December, representing payment for the prior six (6) month period. Employees not employed for the full six (6) month period will be entitled to a prorate share of the six (6) month allowance.

A.C. The department director shall prescribe minimum standards of appearance for their department's employees. Different standards may be

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COLLECTIVE BARGAINING BETWEEN

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TEAMSTERS LOCAL 856

applied to different classes, depending upon the type of work required of the employees. Employees shall be neatly groomed and suitably dressed for their duties, so that they present a favorable appearance to the public.

The City can meet its obligations under this Section by contracting with a uniform services firm to provide and launder work uniforms.

TA



Date:

10/9/20

TA

Date:
