

City of Capitola SPECIAL Council Meeting Agenda



Mayor: Yvette Brooks
Vice Mayor: Sam Storey
Council Members: Jacques Bertrand
Margaux Keiser
Kristen Petersen

THURSDAY, JUNE 24, 2021

SPECIAL MEETING – IMMEDIATELY FOLLOWING THE REGULAR COUNCIL MEETING

All matters listed on the Special Meeting of the City Council Agenda shall be considered as Public Hearings.

1. ADDITIONAL MATERIALS

Additional information submitted to the City after distribution of the agenda packet.

2. ADDITIONS AND DELETIONS TO THE AGENDA

3. GENERAL GOVERNMENT / PUBLIC HEARINGS

All items listed in "General Government" are intended to provide an opportunity for public discussion of each item listed. The following procedure pertains to each General Government item: 1) Staff explanation; 2) Council questions; 3) Public comment; 4) Council deliberation; 5) Decision.

A. Consider Approval of Memoranda of Understanding with Labor Groups and Adopt Salary Schedule beginning June 27, 2021

RECOMMENDED ACTION:

1. Authorize the City Manager to execute the successor agreements to existing Memoranda of Understanding (MOU) with negotiated changes for the following groups:
 - a. Association of Capitola Employees (ACE).
 - b. Mid-Management Employees' Bargaining Unit.
2. Adopt a Resolution approving the new salary schedule.

4. ADJOURNMENT

NOTICE OF REMOTE ACCESS

In accordance with Executive Order N-29-20 from the Executive Department of the State of California, the City Council meeting is not physically open to the public and in person attendance cannot be accommodated.

To watch:

- Online <http://capitolaca.igam2.com/Citizens/Default.aspx>
- Spectrum Cable Television channel 8

To join Zoom:

- Join the Zoom Meeting with the following link:
<https://us02web.zoom.us/j/83996268671?pwd=TE1nVXBuaXBObFFRQXN6d0FZcUo5UT09>
- If prompted for a passcode, enter **468801**
- **-OR-** With a landline or mobile phone, call one of the following numbers:
 - **1 669 900 6833**
 - **1 408 638 0968**
 - **1 346 248 7799**
- Enter the meeting ID number: **839 9626 8671**
- When prompted for a Participant ID, press #

To submit public comment:

When submitting public comment, one comment (via phone **or** email, not both), per person, per item is allowed. If you send more than one email about the same item, the last received will be read.

- Zoom Meeting (Via Computer or Phone) Link:
 - IF USING COMPUTER:
 - § Use participant option to “raise hand” during the public comment period for the item you wish to speak on. Once unmuted, you will have up to 3 minutes to speak
 - IF CALLED IN OVER THE PHONE:
 - § Press ***9** on your phone to “raise your hand” when the mayor calls for public comment. Once unmuted, you will have up to 3 minutes to speak
- Send Email:
 - During the meeting, send comments via email to publiccomment@ci.capitola.ca.us
 - § Emailed comments on items will be accepted after the start of the meeting until the Mayor announces that public comment for that item is closed.
 - § Emailed comments should be a maximum of 450 words, which corresponds to approximately 3 minutes of speaking time.
 - § Each emailed comment will be read aloud for up to three minutes and/or displayed on a screen.
 - § Emails received by publiccomment@ci.capitola.ca.us outside of the comment period outlined above will not be included in the record.

Note: Any person seeking to challenge a City Council decision made as a result of a proceeding in which, by law, a hearing is required to be given, evidence is required to be taken, and the discretion in the determination of facts is vested in the City Council, shall be required to commence that court action within ninety (90) days following the date on which the decision becomes final as provided in Code of Civil Procedure §1094.6. Please refer to code of Civil Procedure §1094.6 to determine how to calculate when a decision becomes “final.” Please be advised that in most instances the decision become “final” upon the City Council’s announcement of its decision at the completion of the public

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hearing. Failure to comply with this 90-day rule will preclude any person from challenging the City Council decision in court.

Notice regarding City Council: The City Council meets on the 2nd and 4th Thursday of each month at 7:00 p.m. (or in no event earlier than 6:00 p.m.), in the City Hall Council Chambers located at 420 Capitola Avenue, Capitola.

Agenda and Agenda Packet Materials: The City Council Agenda and the complete Agenda Packet are available for review on the City's website at www.cityofcapitola.org and at Capitola City Hall and at the Capitola Branch Library, 2005 Wharf Road, Capitola, prior to the meeting. Agendas are also available at the Capitola Post Office located at 826 Bay Avenue, Capitola. Need more information? Contact the City Clerk's office at 831-475-7300.

Agenda Materials Distributed after Distribution of the Agenda Packet: Pursuant to Government Code §54957.5, materials related to an agenda item submitted after distribution of the agenda packet are available for public inspection at the Reception Office at City Hall, 420 Capitola Avenue, Capitola, California, during normal business hours.

Americans with Disabilities Act: Disability-related aids or services are available to enable persons with a disability to participate in this meeting consistent with the Federal Americans with Disabilities Act of 1990. Assisted listening devices are available for individuals with hearing impairments at the meeting in the City Council Chambers. Should you require special accommodations to participate in the meeting due to a disability, please contact the City Clerk's office at least 24-hours in advance of the meeting at 831-475-7300. In an effort to accommodate individuals with environmental sensitivities, attendees are requested to refrain from wearing perfumes and other scented products.

Televised Meetings: City Council meetings are cablecast "Live" on Charter Communications Cable TV Channel 8 and are recorded to be rebroadcasted at 8:00 a.m. on the Wednesday following the meetings and at 1:00 p.m. on Saturday following the first rebroadcast on Community Television of Santa Cruz County (Charter Channel 71 and Comcast Channel 25). Meetings are streamed "Live" on the City's website at www.cityofcapitola.org by clicking on the Home Page link "**Meeting Video.**" Archived meetings can be viewed from the website at any time.



CAPITOLA CITY COUNCIL SPECIAL MEETING AGENDA REPORT

MEETING OF JUNE 24, 2021

FROM: City Manager Department

SUBJECT: Consider Approval of Memoranda of Understanding with Labor Groups and Adopt Salary Schedule beginning June 27, 2021

RECOMMENDED ACTION:

1. Authorize the City Manager to execute the successor agreements to existing Memoranda of Understanding (MOU) with negotiated changes for the following groups:
 - a. Association of Capitola Employees (ACE).
 - b. Mid-Management Employees' Bargaining Unit.
2. Adopt a Resolution approving the new salary schedule.

BACKGROUND: Current Capitola employee Memorandum of Understandings (MOUs) expire at the end of June 2021. As required by state law, the City has participated in good faith negotiations with the bargaining groups on working conditions, salary, and benefit changes.

DISCUSSION: The City of Capitola and all employee bargaining groups began negotiation meetings in March 2021. The City Council gave the City's negotiator fiscal authority based on projected upcoming City budgets.

In addition to overall financial authority, the City Council gave the City negotiator a separate financial amount to address the results of a market salary study of comparable agencies, performed prior to the beginning of negotiations. Positions which were determined to be farther below the market median received greater negotiated market salary adjustments than those closer to the median.

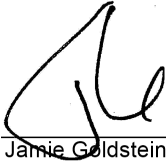
Each bargaining group negotiated for the items they prioritized, in virtual meetings via Zoom.

FISCAL IMPACT: The anticipated fiscal impact has been incorporated into the City FY 2021/22 Budget.

Report Prepared By: Larry Laurent
Assistant to the City Manager

Employee Agreements
June 24, 2021

Reviewed and Forwarded by:



Jamie Goldstein, City Manager

6/23/2021