



STAFF REPORT

TO: Board of Commissioners

FROM: Suzy Watkins, Harbor Director

DATE: September 27, 2022

SUBJECT: **Service Employees International Union, Local 620: Side Letter to the Memorandum of Understanding for July 1, 2021 – June 30, 2023**

Recommendation / Proposed Motion

Motion: Approve the Side Letter to the Memorandum of Understanding (MOU) with Service Employees International Union (SEIU) Local 620 for July 1, 2021, through June 30, 2023.

Policy Implications

Harbor management negotiates memoranda of understanding with employee groups on the Commission's behalf. This Commission establishes the parameter of those negotiations and approves final contracts.

District Major Objective/Goal

Objective #8 – Support high-performing staff – continue steps to maintain low turnover and good employee morale through compensation, staff growth, and positive engagement.

Fiscal Implications / Budget Status

The fiscal impact of the recommended item is approximately \$5000 the first full year, including training and certification expense as well as one additional certificate pay compensation. The certificate pay of \$1777 is a recurring annual expense, while the cost of training, practical exam and certificate renewal occurs every five years.

Alternatives Considered

The following actions were considered but are not recommended at this time:

- None at this time.

Discussion

The 2021-2023 SEIU MOU included a provision for the District and SEIU to meet and conduct follow-up discussions on certification pay no later than July 1, 2022. Representatives for the District and SEIU held a series of five meetings from June 23,

2022, to September 1, 2022. The parties were unable to reach an agreement on changes to certification pay rates.

During these discussions, SEIU did agree to the District's offer to increase the number of permitted certificate pay compensations from four (4) to five (5). The attached Side Letter is necessary to implement the agreed change to Article 21.5 Certification Pay.

Staff recommends your Board review and approve the Side Letter to the SEIU MOU for July 1, 2021 through June 30, 2023.

Attachments: 1) SEIU Side Letter

**SIDE LETTER TO THE 2021-2023
MEMORANDUM OF UNDERSTANDING**

BETWEEN

**THE SERVICE EMPLOYEES INTERNATIONAL UNION,
LOCAL 620**

AND

PORT SAN LUIS HARBOR DISTRICT

The parties agree to amend Article 21.5 CERTIFICATION PAY as follows:

Regardless of the number of employees interested and/or eligible for certifications, a total limit of 5 (five) Certificate pay compensations will be permitted.

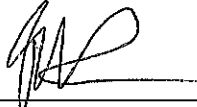
FOR THE DISTRICT:

Drew Brandy, President
Board of Harbor Commissioners

Mary Matakovich, Vice President
Board of Harbor Commissioners

Suzy Watkins
Harbor Director

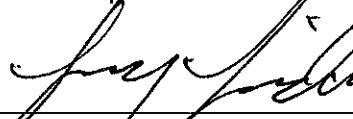
FOR THE UNION:



Darryl Scheck
Field Representative



Nicole Bryant
Field Representative



Troy Lindwall
Employee Representative



Jennifer Harley
Employee Representative

9/11/2022