

Introduced by: Councilmember Searcy

**CITY OF TAKOMA PARK, MARYLAND
RESOLUTION No. 2022-01**

**APPROVAL OF FISCAL YEAR 2022 WAGE ADJUSTMENT
MEMORANDA OF AGREEMENT**

WHEREAS, on December 14, 2021, the City of Takoma Park and the American Federation of State, County, and Municipal Employees, Local 3399 entered into a Memorandum of Agreement regarding wage adjustments, a copy of which is attached hereto as Exhibit 1; and

WHEREAS, on December 15, 2021, the City of Takoma Park and the United Food and Commercial Workers Union, Local 400 entered into a Memorandum of Agreement regarding wage adjustments, a copy of which is attached hereto as Exhibit 2; and

WHEREAS, the memoranda of agreement were negotiated and entered into in accordance with the collective bargaining agreement with each union; and

WHEREAS, the membership of each union ratified the respective Memorandum of Agreement, if so required by the union's foundational documents; and

WHEREAS, each Memorandum of Agreement provides for a wage scale grid adjustment, a one-time lump sum payment, and a one-time lump sum American Rescue Plan Act Bonus as set forth in further detail contained therein. *See Exhibits 1 & 2.*

NOW, THEREFORE, BE IT RESOLVED that pursuant to the City of Takoma Park Charter and the City of Takoma Park Code, including City of Takoma Park Code, section 4.08.060(G), the City of Takoma Park Council approves the December 14, 2021, Memorandum of Agreement between the City of Takoma Park and the American Federation of State, County, and Municipal Employees, Local 3399 (Ex. 1); and

NOW, THEREFORE, BE IT RESOLVED that pursuant to the City of Takoma Park Charter and the City of Takoma Park Code, including City of Takoma Park Code, section 4.08.060(G), the City of Takoma Park Council approves the December 15, 2021, Memorandum of Agreement between the City of Takoma Park and the United Food and Commercial Workers Union, Local 400 (Ex. 2).

Adopted this 12th day of January, 2021.

ATTEST:



Jessie Carpenter, CMC
City Clerk

**THE CITY OF TAKOMA PARK
and
THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, LOCAL 3399**

MEMORANDUM OF AGREEMENT

December 14, 2021

In the spirit of cooperation, and recognizing the mutual desire of the parties to come to agreement on the terms for wages for employees provided under the Collective Bargaining Agreement for Fiscal Year 2022, the Parties agree as follows:

Article 30:

The Employer and the Union agree that wage adjustments for Employees pursuant to this Article 30 during Fiscal Year 2022, shall be made as follows:

Fiscal Year 2022: On the first day of Fiscal Year 2022, the wage scale grid will be adjusted by 3.0%. Payment of the wage adjustment will be retroactive to July 1, 2021.

Other Matters Agreed to

One-time lump sum payment

The City will provide, in addition to the wage adjustments made pursuant to this MOA for Article 30, a one-time lump sum payment of \$2,500, less lawful deductions, by the end of the 2021 calendar year. This lump sum payment shall not be incorporated into the employee's base rate.

ARPA Bonus

The City will provide, in addition to the wage adjustments made pursuant to this MOA for Article 30, a one-time lump sum payment of \$3,400, less lawful deductions, to eligible employees in the AFSCME bargaining unit who were employed by the City as of December 10, 2021, and who were hired by the City before September 1, 2021. The list of eligible employees in the AFSCME bargaining unit consists of 28 City employees identified in correspondence between the City and the Union on December 10, 2021, which includes employees in building maintenance, equipment maintenance, right of way, sanitation, vegetative maintenance, urban forest, administration, and dispatch. This lump sum payment shall not be incorporated into the employee's base rate.

Withdrawal of Grievance


The Union agrees to fully withdraw, with prejudice, the class action grievance filed on September 16, 2021, which is currently scheduled for hearing on January 31, 2022 before Arbitrator Homer La Rue. The Union agrees to withdraw the matter no later than 5:00 p.m. on December 30, 2021, by providing written notification of withdrawal to Arbitrator La Rue and the City.

For The City of Takoma Park:

For Local 3399:



Jamal Fox
City Manager



Sean Hendley
President, Local 3399

12/24/2021

Date

12/14/2021

Date

**THE CITY OF TAKOMA PARK
and
THE UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 400**

MEMORANDUM OF AGREEMENT

December 15, 2021

In the spirit of cooperation, and recognizing the mutual desire of the parties to come to agreement on the terms for wages for Officers provided under the Collective Bargaining Agreement for Fiscal Year 2022, the Parties agree as follows:

On or about May 13, 2021, the City and the Union concluded reopener negotiations for Fiscal Year 2022 and agreed that: "On the first day of Fiscal Year 2022, the wage scale grid will be adjusted by 1.8%."

The City has offered and the Union has agreed that the wage adjustment will be modified from 1.8% to 3.0% such that on the first day of Fiscal Year 2022, the wage scale grid will be adjusted by 3.0%. Payment of the wage adjustment will be retroactive to July 1, 2021. For clarity, the total adjustment to the wage scale for Fiscal Year 2022 is 3.0%.

Other Matters Agreed to

One-time lump sum payment

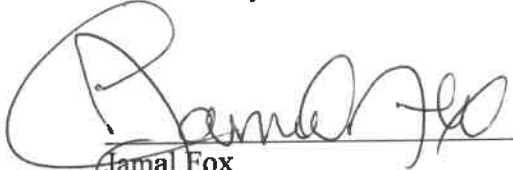
The City will provide, in addition to the wage adjustments made pursuant to this MOA, a one-time lump sum payment of \$2,500, less lawful deductions, by the end of the 2021 calendar year. This lump sum payment shall not be incorporated into the employee's base rate.

ARPA Bonus

The City will provide, in addition to the wage adjustments made pursuant to this MOA, a one-time lump sum payment of \$3,400, less lawful deductions, to eligible employees in the Local 400 bargaining unit who were employed by the City as of December 10, 2021, and who were hired by the City before September 1, 2021. The eligible employees are sworn officers in the Local 400 bargaining unit meeting the previously noted criteria. This lump sum payment shall not be incorporated into the employee's base rate.

The parties further acknowledge that this Agreement and the discussions preceding it do not waive the City's right to refrain from bargaining during the term of a collective bargaining agreement except during contractually agreed upon reopener negotiations.

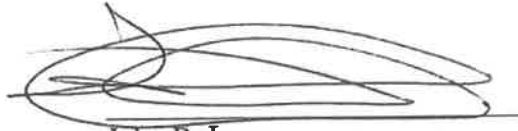
For The City of Takoma Park:



Jamal Fox
City Manager

12/17/2021
Date

For Local 400:



John R. Lee
~~Representative~~, UFCW, Local 400
DIRECTOR

12/17/21
Date