

CITY OF PALM DESERT STAFF REPORT

MEETING DATE: September 14, 2023

PREPARED BY: Andrea Staehle, Human Resources Manager

REQUEST: REQUEST FOR APPROVAL OF SIDE LETTER CLARIFYING CALLBACK PAY IN THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PALM DESERT AND THE PALM DESERT EMPLOYEE ORGANIZATION

RECOMMENDATION:

1. Approve the side letter clarifying callback pay in the Memorandum of Understanding between the City of Palm Desert and the Palm Desert Employee Organization.
2. Authorize the City Manager to take actions to implement the side letter between the City of Palm Desert and Palm Desert Employee Organization.

BACKGROUND/ANALYSIS:

The City recognizes the Palm Desert Employees Organization (PDEO) as the bargaining unit for general non-exempt and exempt non-supervisory employees and enters into Memoranda of Understanding (MOU) and side letters to establish compensation, benefits, and other working conditions between the City of Palm Desert (City) and PDEO. In May 2023, the current MOU was approved by the PDEO membership and City Council for a term of July 1, 2023, to June 30, 2026.

In August 2023, the City and PDEO's negotiations teams met to discuss the interpretation of callback compensation in the MOU. After open and honest discussions regarding callback situations, and through collective collaboration from both sides, the City and PDEO agreed upon a side letter to clarify callback compensation.

Summary of the revised callback compensation:

- The side letter establishes two callback situations: on-site and off-site compensation.
- An initial two hours are compensated when employees on stand-by receive a callback.
- After the initial two hours, due to the nature and disruption of on-site callbacks, on-site callbacks are paid at 2 hours per callback, and the off-site callback is paid at 30-minute intervals.

The City is requesting approval of the side letter, as well as authority for the City Manager to implement the MOU.

Legal Review:

This report has been reviewed by the City Attorney's office.

FINANCIAL IMPACT:

The funds for the approved MOU will be budgeted within the appropriate fiscal year.

ATTACHMENT:

City of Palm Desert and PDEO Side Letter
