



City of Grover Beach

September 21, 2018

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UPDATE ON SEIU CONTRACT NEGOTIATIONS

GROVER BEACH, CA – On September 17, 2018, City employee representatives of SEIU Local 620 addressed the City Council in regards to contract negotiations with the City. The City values its employees who serve the Grover Beach community and has worked diligently to achieve a reasonable and competitive employee compensation structure. The City has had good faith contract negotiations with its employee bargaining units since March 2018 and has attempted to reach agreement on a new three-year contract with SEIU. The City began negotiations by conducting a survey to review compensation levels of bargaining group employees with comparable agencies within the county and region which indicated that the compensation for most positions in the bargaining group was competitive with the market.

For this new contract, the City offered a 6% cost of living adjustment over the next three years. This offer reflects the 10-year inflation trend of approximately 2% per year at a time when other agencies are laying off employees or reducing employee pay or benefits. In addition, the City is facing its own budget challenges including higher pension costs and used reserves this year to balance its budget. The City offers comprehensive medical and retirement benefits and covers 100% of medical expenses for the employee and a significant percentage for families. The City is also addressing market equity issues for individual positions on a case-by-case basis for employee retention and market competitiveness.

The City has reached agreement for a new three-year contract with the Police Officers Association and approved a three-year compensation structure with the City's management employees with a similar cost of living adjustment offered to SEIU. The City remains committed to working with our employee groups to balance providing a competitive compensation structure for employees while also providing essential services and equipment to effectively serve the community.

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