



**LOS ANGELES COUNTY
SANITATION DISTRICTS**
Converting Waste Into Resources

Robert C. Ferrante
Chief Engineer and General Manager

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June 20, 2024

Collective Committee
County Sanitation Districts
of Los Angeles County

Dear Directors:

Collective Committee Meeting – June 26, 2024

The Districts' Joint Administration Agreement provides that the Collective Committee (all Directors of the 24 Districts) meet to consider approval of proposed labor agreements.

Under the review and direction of the Personnel Committee (the chairpersons of all the Districts), proposed new 3-year labor agreements have been developed and will be presented for approval to the Collective Committee for the Energy Recovery Unit, Technical Support Unit, and White Collar Unit represented by the American Federation of State, County, and Municipal Employees (AFSCME). Three-year agreements will put these units on the same contract schedule as the other bargaining units. The attached table lists significant new or changed terms in the proposed labor agreements. In addition, the Personnel Committee recommended modifying existing agreements with the other employee units: Blue Collar Unit (represented by SEIU Local 721), Confidential Unit (self-represented), Management Unit (non-represented), Professional Unit (AFSCME), Professional Supervisory Unit (AFSCME) and Supervisory Unit (AFSCME) to provide eighty (80) hours of paid parental leave as an agency-wide benefit. Voluntary supplemental benefits, at no cost to the Districts, for AFSCME represented units were also recommended. Jennifer Allen, Human Resources Director, will discuss these matters with the Committee at the meeting.

The Collective Committee meeting is scheduled for June 26, 2024, at 1:30 p.m., at the Joint Administration Office. You may find the links to the agreements on the attached agenda and the posted agenda on the Districts' website (also listed above), or you may contact Kim Christensen at kchristensen@lacsd.org for hard copies to be mailed directly to you.

The Collective Committee meeting is estimated to last less than one hour. The regular meetings of the Northern Boards will follow the Collective Committee meeting and we ask that you account for the additional time. Please contact Ms. Martha Tremblay, Assistant Chief Engineer and Assistant General Manager, if you have any questions.

Very truly yours,

Robert C. Ferrante

KSC:drs
Attachments

cc: Alternate Directors

DOC 7237140

Summary of Significant New or Changed Terms in Proposed Labor Agreements

Issue	Proposal
Cost of Living Adjustment (COLA)	COLA Formula: >0-3% = 3% 3-9% = 3% + 66 2/3% of increase from 3-9% 9-12% = 7% + 50% of increase from 9-12% 12+% = 8.5% Results in COLA of 3.75% on 7/1/2024
Paid Parental Leave	80-hours of paid parental leave for the birth of the employee's child or for the adoption or foster placement of a child
Deferred Compensation Employer Match	Match employee contributions into Deferred Compensation Plan up to 3% of employee's base salary each month
Student Loan Payments	Use tuition reimbursement funds for student loan reimbursement with an annual cap of \$5,250 and maximum lifetime cap of \$21,000
Convert Hourly Employees to Monthly	Make monthly status all employees performing Technical Support Unit and White Collar Unit work
Bilingual Pay	\$75/month
SCUBA Certification Pay	\$75/month
Increases to: Dental Coverage Standby Pay Meal Allowance for OT Work Boot Reimbursement Professional Development Per Diem for Meals Medical Opt-Out Payment Bereavement Injury Pay Working Out-of-Class Vacation Carryover Limit Personal Leave	\$1,750/year \$3/hour; \$6/hour for Power Plant Ops. at Calabasas \$12 \$225/year \$1,750/year Federal Government Rate \$433/month to 457 plan 27 hours 70% for Energy Recovery to match other units Pay for all hours worked out-of-class Carryover 2-years 40 hours/year

To be held in person and via teleconference per Brown Act, Section 54953(b)&(c), at the:

OFFICE OF THE DISTRICT
1955 Workman Mill Road
Whittier, CA 90601

BEACH HOUSE HOTEL**
and 1300 The Strand
Hermosa, Beach, CA 90254

BEVERLY HILLS CITY HALL**
455 N. Rexford Drive, 4th Floor
Beverly Hills, CA 90210

CARSON CITY HALL**
and Council Chambers
701 East Carson Street
Carson, CA 90745

CULVER CITY CITY HALL**
1st Floor, Armstrong Room
9770 Culver Blvd.
Culver City, CA 90232

**LA CAÑADA FLINTRIDGE CITY
HALL****
and Council Chambers, 1st Floor
One Civic Center Drive
La Canada Flintridge, CA 91011

LAKESWOOD CITY HALL**
Council Offices
5000 Clark Avenue
Lakewood, CA 90712

LOMITA CITY HALL**
and 24300 Narbonne Avenue
Lomita, CA 90717

**KENNETH HAHN HALL OF
ADMINISTRATION ****
Sybil Brand, Conference Room 372
500 West Temple Street
Los Angeles, CA 90012

**ROLLING HILLS ESTATES CITY
HALL****
and 4045 Palos Verdes Drive North
Rolling Hills Estates, CA 90274

ROSEMEAD CITY HALL**
8838 E. Valley Boulevard
Rosemead, CA 91770

SANTA CLARITA CITY HALL**
and Orchard Conference Room
23920 Valencia Blvd.
Santa Clarita, CA 91355

VERNON CITY HALL**
Conference Room 1
4305 S. Santa Fe Avenue
Vernon, CA 90058

WEST HOLLYWOOD CITY HALL**
and 8300 Santa Monica Blvd.
West Hollywood, CA 90069

For the public to join the meeting virtually, click <https://us02web.zoom.us/j/8091438308> or enter the Meeting ID 809 143 8308 into the Zoom app on your smartphone or computer. Alternatively, you may join by phone by calling (669) 900-9128 and entering the Meeting ID. You may find further information at: <http://www.lacsd.org/agendas>

THIS DISTRICT MAY TAKE ACTION ON ANY AGENDA ITEM LISTED BELOW

WEDNESDAY			June 26, 2024			At 1:30 P.M.		
CITY	DIRECTOR	ALTERNATE	CITY	DIRECTOR	ALTERNATE	CITY	DIRECTOR	ALTERNATE
Alhambra	Perez	Lee	Monrovia	Shevlin	-----			
Arcadia	Verlato	Cao	Montebello	Peralta	Melendez			
Artesia	Lima	Taj*	Monterey Park	Wong	-----			
Azusa	R. Gonzales	Alvarez	Norwalk	Rios	Ramirez			
Baldwin Park	Estrada	Garcia	Palmdale	Bishop	Loa			
Bell	Gallardo	Saleh*		Bettencourt	---"---			
Bell Gardens	Gomez	Barcena	Palos Verdes Estates	Murdock	Lozzi			
Bellflower	Koops	Dunton	Paramount	Delgadillo	Aguayo			
Beverly Hills	Friedman	Nazarian**	Pasadena	Gordo*	Williams			
Bradbury	-----	Barakat*	Pico Rivera	Lara	Camacho			
Carson	Davis-Holmes**	Dear	Pomona	Sandoval	Lustro			
Cerritos	Solanki	Barrows	Rancho Palos Verdes	Cruikshank**	Alegria			
Claremont	Medina	Calaycay	Redondo Beach	Light	Loewenstien			
Commerce	Argumedo	Altamirano	Rolling Hills	Wilson	-----			
Compton	Sharif	-----	Rolling Hills Estates	Schmitz**	-----			
Covina	King	Cortez	Rosemead	Ly	Clark**			
Cudahy	J. Gonzalez	Fuentes	San Dimas	Badar	-----			
Culver City	McMorrin**	O'Brien	San Gabriel	J. Wu	Ding			
Diamond Bar	Liu	Chou	San Marino	Huang	Lo			
Downey	Trujillo	Sosa	Santa Clarita	Smyth**	Mc Lean			
Duarte	Truong	Finlay*		Weste*/**	---"---			
El Monte	Ancona	Martinez	Santa Fe Springs	Sarno	Rounds			
El Segundo	Boyles	Pimentel*	Sierra Madre	Kriebs	Parkhurst			
Gardena	Cerda*	Francis	Signal Hill	Copeland	not applicable			
Glendora	Thompson	Allawos		Hansen	---"---			
Hawaiian Gardens	Farfan	Del Rio		Jones	---"---			
Hawthorne	Vargas	Monterio		Wilson	---"---			
Hermosa Beach	Massey	Francois**		Woods*	---"---			
Huntington Park	Macias	Flores	South El Monte	Olmos	Angel			
Industry	Moss*	-----	South Gate	Hurtado	Davila			
Inglewood	Butts	-----	South Pasadena	Zneimer	Donovan			
Irwindale	Ambriz	Burrola	Temple City	Chavez	Sternquist			
La Cañada Flintridge	Bowman**	not applicable	Torrance	Chen	Kaji			
	Davitt*/**	---"---	Vernon	Larios**	not applicable			
	Eich**	---"---		Lopez**	---"---			
	Fossan**	---"---		Merlo*/**	---"---			
	Hobson**	---"---		Rivera**	---"---			
	Engelhardt	Pespisa		Ybarra**	---"---			
La Habra Heights	De Ruse	-----	Walnut	Tragarz	A. Wu			
La Mirada	Quinones	Klinikis	West Covina	Tabatabai	T. Wu			
La Puente	Hepburn	-----	West Hollywood	Erickson	Byers**			
La Verne	Rogers**	-----	Whittier	Vinatieri	Warner*			
Lakewood	Parris*	Crist						
Lancaster	Pullen-Miles	Kearney						
Lawndale	Uphoff**	Gazeley	Los Angeles County	Barger*	not applicable			
Lomita	Richardson	Saro		Hahn*	---"---			
Long Beach	Krekorian	McOsker		Horvath*/**	---"---			
Los Angeles City	Solache	Soto		Mitchell	---"---			
Lynwood	Franklin	Howorth		Solis	---"---			
Manhattan Beach	De La Riva	Aguiluz						
Maywood								

*Chairperson of Operative District - member of Personnel Committee

1. Public Comment
2. Approve Minutes of Regular Meeting Held June 8, 2022
3. Re: Agreements Establishing Salaries and Benefits as Follows:
 - (a) Approve Agreements Establishing Salaries and Benefits for American Federation of State, County, and Municipal Employees (AFSCME), Representing [Energy Recovery Unit](#), [Technical Support Unit](#) and [White Collar Unit](#)

3. Contd.

- (b) Authorize Chief Engineer and General Manager to Modify Existing Agreements with Service Employees International Union (SEIU) Local 721, Representing Blue Collar Unit, AFSCME, Representing Professional Unit, Professional Supervisory Unit, Supervisory Unit, the Self-Represented Confidential Unit, and the Non-Represented Management Unit to Provide Eighty Hours of Paid Parental Leave and Voluntary Supplemental Benefits for AFSCME Represented Units

Summary: The Human Resources Director will discuss matters concerning the union-represented, self-represented and non-represented employee units. The Committee will meet in closed session pursuant to Government Code Section 54957.6 Conference with Labor Negotiators. Agency Designated Representatives are as follows: Robert Ferrante, Chief Engineer and General Manager; Martha Tremblay, Assistant Chief Engineer and Assistant General Manager; Matt Eaton, Deputy Assistant Chief Engineer; Jennifer Allen, Human Resources Director; and Suzanne Anderson, Assistant Human Resources Director.

Adjourn

Status Report: Prior to or during the meeting session, the Chief Engineer and General Manager may update the Directors on various matters concerning the Districts that may be of current interest to the Directors.

Public Comment: Members of the public may address the Board of Directors on any item shown on the agenda or matter under the Board's authority. A "Request to Address Board of Directors" form is available. In compliance with the Americans with Disabilities Act, if you require special assistance to participate in this meeting, please contact the Secretary to the Boards' Office (562) 908-4288, extension 1100. Notification of 48 hours prior to the meeting will enable staff to make reasonable arrangements to ensure accessibility to this meeting. (28CFR 35.101 et seq. ADA Title II).

Document Requests: Links to supporting documents are available online at the time of posting. Agendas and supporting documents or other writings that will be distributed to Board members in connection with matters subject to discussion or consideration at this meeting that are not exempt from disclosure under the Public Records Act are available for inspection following the posting of this agenda at the office of the Secretary to the Boards of Directors located at the Districts' Joint Administration Building, 1955 Workman Mill Road, Whittier, California, 90601, or at the time of the meeting at the address posted on this agenda.