

To be held at the JOINT ADMINISTRATION OFFICE  
1955 Workman Mill Road, Whittier, California

WEDNESDAY

November 13, 2019

At 1:30 P.M.

CITY	DIRECTOR	ALTERNATE	CITY	DIRECTOR	ALTERNATE
Alhambra	Andrade-Stadler	Maza	Maywood	De La Riva	R. Medina
Arcadia	Verlato	Chandler	Monrovia	Adams	Shevlin
Artesia	Lima	Canales	Montebello	Hadiinian	Melendez
Azusa	Rocha	Alvarez	Monterey Park	Liang	Ing
Baldwin Park	Lozano	M. Garcia	Norwalk	Rios	Vernola
Bell	Saleh	Valencia	Palmdale	Hofbauer*	Bishop
Bell Gardens	Cortez	Flores		Loa	—”—
Bellflower	Santa Ines	Garza	Palos Verdes Estates	Kao	McGowan
Beverly Hills	Mirisch	Wunderlich	Paramount	Tom Hansen	Hofmeyer
Bradbury	Hale	Barakat*	Pasadena	Tornek*	-----
Carson	Robles	Hicks	Pico Rivera	Tercero	Camacho
Cerritos	Solanki	Edwards	Pomona	Sandoval	Lustro
Claremont	Calayacay	Schroeder	Rancho Palos Verdes	Duhovic	Brooks
Commerce	Soria	Altamirano	Redondo Beach	Brand	C. Horvath
Compton	Brown	Chambers	Rolling Hills	Mirsch	P. Wilson
Covina	King	Linares	Rolling Hills Estates	Mitchell	Schmitz
Cudahy	Gonzalez	C. Garcia	Rosemead	Clark	Armenta
Culver City	Sahli-Wells	Lee	San Dimas	Morris*	Bertone
Diamond Bar	Herrera	Tye	San Gabriel	Pu	Costanzo
Downey	R. Rodriguez	Pacheco	San Marino	Huang	Shepherd Romev
Duarte	Paras-Caracci	Finlay*	Santa Clarita	Mc Lean	Smyth
El Monte	Quintero	V. Martinez		Weste	—”—
El Segundo	Boyles	Pimentel	Santa Fe Springs	Trujillo	Rounds
Gardena	Cerda	D. Medina	Sierra Madre	Harabedian	Capoccia
Glendora	Nelson	Allawos	Signal Hill	Woods*	
Hawaiian Gardens	Maravilla	Alvarado		Copeland	not applicable
Hawthorne	Vargas	Valentine		Tina Hansen	—”—
Hermosa Beach	Armato	Campbell		Jones	—”—
Huntington Park	Macias	Avila		Wilson	—”—
Industry (City of)	Moss	-----	South El Monte	Olmos	Angel
Inglewood	Butts	-----	South Gate	Bernal	Davila
Irwindale	Ambriz	Breceda	South Pasadena	Khubesrian	Joe*
La Cañada Flintridge	Davitt	not applicable	Temple City	Fish	Sternquist
	Curtis	—”—	Torrance	Furey*	Rizzo
	Walker	—”—	Vernon	Ybarra	not applicable
	Brown	—”—		Menke	—”—
	Pieroni*	—”—		Lopez	—”—
La Habra Heights	Bergman	Klingfus		Davis*	—”—
La Mirada	Mowles	De Ruse		Morales-Gonzales	—”—
La Puente	Munoz	Klinakis	Walnut	A. Rodriguez	Ching
La Verne	Kendrick	Rosales	West Covina	Johnson	Wu
Lakewood	Rogers	J. Wood	West Hollywood	D’Amico	L. Horvath*
Lancaster	Parris*	Crist	Whittier	Vinatieri	Warner*
Lawndale	Pullen-Miles	Kearney	Los Angeles County	Hahn*	not applicable
Lomita	Sanchez	Gazelev		Barger*	—”—
Long Beach	R. Garcia	Andrews*		Kuehl	—”—
Los Angeles City	Wesson	Buscaino		Ridley-Thomas	—”—
Lynwood	Solache	Santana		Solis	—”—
Manhattan Beach	Hersman	Montgomery			

\*Chairperson of Operative District - member of Personnel Committee

At the call of the Chairperson, a special meeting of the Board of Directors of Collective Committee of County Sanitation of Los Angeles County will be held at the above time and place for the purpose of:

1. Approve Minutes of Adjourned Regular Meeting held June 26, 2019
2. CLOSED SESSION – Consider Modification of Agreements
  - (a) Establishing Salaries and Benefits for American Federation of State, County, and Municipal Employees (AFSCME), Representing Energy Recovery Unit, Professional Unit, Professional Supervisory Unit, Supervisory Unit, Technical Support, and White Collar
  - (b) Authorize Chief Engineer and General Manager to Enter into Same Modification for Pension Contribution Terms Starting July 1, 2019, for Management Unit, which is Non-Represented

Summary: The Chief Engineer and General Manager will update the Committee on 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 Negotiator*. Agency Designated Representatives: Robert C. Ferrante, Chief Engineer and General Manager; Chuck Boehmke, Assistant Chief Engineer and Assistant General Manager; Jennifer Allen, Human Resources Manager; and Matt Eaton, Departmental Engineer.

## 2. Contd.

A letter dated November 8, 2019, summarizing the proposed modification to agreements for the Energy Recovery, Professional, Professional Supervisory, Supervisory, Technical Support and White Collar Units is attached.

On June 26, 2019, the Collective Committee approved labor agreements for the Professional, Professional Supervisory and Supervisory Units represented by the American Federation of State, County, and Municipal Employees (AFSCME). These agreements included a contribution by all employees in these units toward the Districts' Unfunded Accrued Liability (UAL). At this same meeting in June, the Collective Committee authorized the Chief Engineer and General Manager to enter into similar and commensurate labor agreements with the Energy Recovery, Technical Support and White Collar Units, also represented by AFSCME. Similar and commensurate agreements were entered into and District No. 2 took action on September 25, 2019, to implement the new terms for the Energy Recovery, Technical Support and White Collar Units. On July 31, 2019, the Personnel Committee was sent a letter from AFSCME, requesting a modification to the terms of their recently negotiated Memorandums of Understandings for the Professional, Professional Supervisory and Supervisory Units. The request was to exclude employees subject to Public Employees' Pension Reform Act (PEPRA), those hired on or after January 1, 2013, from the contribution toward the UAL. In October, the Personnel Committee considered this proposal from AFSCME. On October 11, 2019, Districts' management and AFSCME tentatively agreed to the modification to the UAL contribution terms for the Energy Recovery, Professional, Professional Supervisory, Supervisory, Technical Support, and White Collar Units.

Item (a) is for approval of the modified agreements for the listed units. The Professional, Professional Supervisory, and Supervisory Units have agreement terms through June 30, 2022. The Energy Recovery, Technical Support, and White Collar Units have agreement terms through June 30, 2024. Item (b) will allow the Chief Engineer and General Manager to change the UAL contribution terms for the Management Unit to be the same as the AFSCME Units.

The Blue Collar Unit, represented by Service Employees International Union (SEIU) Local 721, and Confidential Unit, non-represented, which have previously approved agreements, have what is commonly referred to as a "me-too" provision with regard to (COLA) and employee paid CalPERS contribution. If modified agreements are approved for the AFSCME units by the Collective Committee, District No. 2 will implement the more favorable pension contribution terms for the Blue Collar and Confidential Units at the meeting on November 13, 2019.

## Adjourn

**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 the foyer. 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 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.



Converting Waste Into Resources

**Robert C. Ferrante**

*Chief Engineer and General Manager*

1955 Workman Mill Road, Whittier, CA 90601-1400  
Mailing Address: P.O. Box 4998, Whittier, CA 90607-4998  
(562) 699-7411 • [www.lacsd.org](http://www.lacsd.org)

November 8, 2019

Collective Committee  
County Sanitation Districts  
of Los Angeles County

Dear Directors:

**Collective Committee Meeting – November 13, 2019**

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 direction of the Personnel Committee (the chairpersons of all the Districts), a modification to six existing labor agreements will be presented to the Collective Committee at a meeting set for November 13, 2019, at 1:30 p.m., at the Joint Administration Office at the address listed above in Whittier.

The modification to be considered changes the employee contribution to the California Public Employees' Retirement System (CalPERS), specifically toward the Districts' Unfunded Accrued Liability (UAL). The current labor agreements require all employees to contribute toward the UAL if certain criteria are met. The proposed modification, if approved, would limit the contribution to those employees defined as "classic" members of CalPERS. Employees subject to the Public Employees Pension Reform Act (PEPRA) law, who are required by the law to contribute half of their normal cost, would not be required to make an additional contribution to the UAL.

The links to the proposed modifications can be accessed on the agenda or you may contact or email Kim Christensen, Secretary to the Boards, at (562) 908-4288, extension 1101, or [kchristensen@lacsd.org](mailto:kchristensen@lacsd.org) for hard copies to be mailed directly to you. Also, hard copies will be available at the meeting.

The Collective Committee meeting is estimated to last approximately 45 minutes. The regular meetings of the Southern Boards will follow the Collective Committee meeting, and we ask that you account for the additional time. Please contact me if you have any questions.

Very truly yours,

A handwritten signature in black ink that reads "Robert C. Ferrante".

Robert C. Ferrante

RCF:ja

cc: Alternate Directors