



City of Sunnyvale

Agenda Item

15-0026

Agenda Date: 1/30/2015

2015 COUNCIL STUDY ISSUE

NUMBER

HRD 15-01

TITLE Make Public Proposals and Counter Proposals by the City in all Labor Negotiations Bargaining

BACKGROUND

Lead Department: Department of Human Resources

Sponsor(s):

Councilmembers: Meyering, Whittum

History:

1 year ago: N/A

2 years ago: Dropped

SCOPE OF THE STUDY

What are the key elements of the study?

The scope of the study issue is to determine if it is a best practice to post City proposals and counter proposals in bargaining with all labor associations. Analysis will be conducted to determine the positive or negative impacts of creating such a process. Although other agencies may have implemented a process to post proposals on their website, staff will explore if these agencies have also implemented work alternatives such as off-the-record conversations or supposals, and whether these alternatives have caused additional steps or delays in labor negotiations. Further, City staff will perform outreach with the City's labor associations on the potential for this process and obtain input on their own interest in having their proposals and counter proposals made public to achieve the goal of complete bargaining transparency, as well. Additional clarification on what could be made public and the optimum timing of disclosure would also be examined - for example, would it just be City proposals posted or would we also post the labor association proposals. Staff notes that complete bargaining transparency is not achievable unless both sides agree, otherwise there can be a skewed characterization of the bargaining proposals that do not support the goal of accuracy and transparency. And finally, additional analysis would help determine what legal limitations or restrictions would be identified with such a process. The study issue as presented for consideration has the focus only on City proposals which does not achieve the goal of full transparency.

What precipitated this study?

A motion was made by Councilmember Meyering and seconded by Councilmember Whittum at the December 9, 2014 Council meeting to prepare a Study Issue paper for posting all city proposals and counter proposals for labor negotiations.

Councilmember Meyering requested that the City make public all proposals and counter proposals that have been made by the City in its bargaining. He stated that he believes that San Jose and Mountain View School District already do this.

Planned Completion Year: 2016

FISCAL IMPACT

Cost to Conduct Study

Level of staff effort required (opportunity cost): Minor

Amount of funding above current budget required: N/A

Funding Source: N/A

Explanation of Cost:

Although the level of staff effort required to conduct the study is identified as minor, the planned completion year of the study would be delayed to 2016 due to staffing limitations and negotiations with five labor associations in 2015. City staff does not feel that now is the time to divert limited staff resources to studying this issue when its focus should be on negotiations with five labor associations and completion of the Council directed Compensation Council Policy.

Cost to Implement Study Results

Unknown. Study would include assessment of potential costs.

Explanation of Cost:

As the study issue was presented it would require staff time to develop a protocol for posting proposals and counter proposals. The City currently has six labor associations and as the MOU terms have started to trend with shorter term limits, this would require labor negotiations to happen more frequently. The maintenance of the information will require staff time that is not currently available for this process.

EXPECTED PARTICIPATION IN THE PROCESS

Council-approved work plan: No

Council Study Session: No

Reviewed by Boards/Commissions: No

STAFF RECOMMENDATION

Position: None

Explanation: N/A

Prepared by: Teri Silva, Director, Human Resources

Reviewed By: Robert A. Walker, Assistant City Manager

Approved By: Deanna J. Santana, City Manager