



CITY OF MOUNTAIN VIEW

# Employee Compensation

April 28, 2020

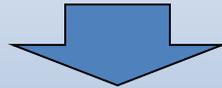
**Audrey Seymour Ramberg**  
Assistant City Manager/  
Chief Operating Officer

Item 7.1

# Negotiations Process

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- Current MOUs and resolutions expire June 30, 2020
- Negotiation process started in January
- Scope narrowed due to COVID-19 emergency



- 1-year agreement only
- Limited terms
- Focused on City interests: exceptional service, competitive compensation and fiscal sustainability

# Terms for Nonsworn Employees

## SEIU, Nonsworn POA, EAGLES, Unrepresented Confidential, and Nonsworn Department Heads

- 3% COLA
- 21 one-time leave hours
- Pension cost share change for PEPRA employees to maintain current total employee contribution

## SEIU, Nonsworn POA, and Eagles

- Pension cost share for PEPRA employees not applied to income over CalPERS annual compensation limits

# Terms for Sworn Employees

## POA (Sworn), IAFF, Unrepresented Police Managers, Police Chief, Unrepresented Fire Managers, and Fire Chief

- 4% COLA
- 42 one-time leave hours (59 hours for employees on a 56-hour shift schedule)

## POA (Sworn), IAFF

- Pension cost share for PEPRA employees not applied to income over CalPERS annual compensation limit

# Terms for Hourly Employees

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- 3% COLA for most classifications
- 4% COLA for classifications tied to sworn safety positions
- Same adjustments to PEPRA pension cost share as other aligned groups for limited number of hourly employees who are CalPERS members

# Other Provisions in Recognition of COVID-19 Service

## One-Time Awards for Exceptional Performance

- Authority for the City Manager to award additional one-time compensation and/or leave hours on an individual basis for exceptional performance in excess of regular hours and duties during COVID-19 pandemic
- Extends to all classifications. Current CM authority authorizes potential one-time awards to recognize department head performance

## Department Head Cell Phone Allowance and Management Leave

- Increase cell phone allowance by \$15/month
- Increase management leave by 24 hours

# Fiscal Impact

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- Costs of the proposed compensation package will be presented as part of a balanced budget FY2020-21 in June
- Staff will also present a financial update on the impacts of the COVID-19 emergency on May 5, 2020
- While revenue losses are anticipated, the City's diverse revenue base will help the organization weather the current economic disruption

# Questions

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# Recommendation

## Item 7.1

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Adopt a Resolution Authorizing the City Manager or Her Designee to Amend the Memorandum of Understanding Between EAGLES and the City of Mountain View, for the Period of July 1, 2020 through June 30, 2021, to be read in title only, further reading waived.

# Recommendation

## Item 7.1

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Adopt a Resolution Authorizing the City Manager or Her Designee to Amend the Memorandum of Understanding Between the International Association of Firefighters (IAFF), Local 1965 , and the City of Mountain View, for the Period of July 1, 2020 through June 30, 2021, to be read in title only, further reading waived.

# Recommendation

## Item 7.1

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Adopt a Resolution Authorizing the City Manager or Her Designee to Amend the Memorandum of Understanding Between the Mountain View Police Officers Association (POA) , and the City of Mountain View, for the Period of July 1, 2020 through June 30, 2021, to be read in title only, further reading waived.

# Recommendation

## Item 7.1

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Adopt a Resolution Authorizing the City Manager or Her Designee to Amend the Memorandum of Understanding Between the Service Employees International Union (SEIU), Local 521, and the City of Mountain View, for the Period of July 1, 2020 through June 30, 2021, to be read in title only, further reading waived.

# Recommendation

## Item 7.1

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Adopt a Resolution Authorizing the City Manager or Her Designee to Modify Compensation for Unrepresented Confidential Employees, Fire Managers, Police Managers Department Heads, Council Appointees, and Hourly Employees, for the Period of July 1, 2020 through June 30, 2021, to be read in title only, further reading waived.

# Recommendation

## Item 7.1

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Adopt a Resolution Authorizing the City Manager to Provide Recognition to Employees for Their Exceptional Performance During the COVID-19 Pandemic Emergency, to be read in title only, further reading waived.