

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2022

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AMENDING RESOLUTION NO. 18693, WHICH AUTHORIZED THE CITY MANAGER OR DESIGNEE
TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521,
AND THE CITY FOR THE PERIOD OF JULY 1, 2022 THROUGH JUNE 30, 2024, TO CORRECT AN
ERROR IN THE PROVISION GOVERNING EQUITY ADJUSTMENTS

WHEREAS, on June 28, 2022, City Council adopted Resolution No. 18693, which authorized the City Manager or designee to amend several specifically identified provisions of the Memorandum of Understanding between the Services Employees International Union, Local 521, and the City of Mountain View for the period of July 1, 2022 through June 30, 2024; and

WHEREAS, provision No. 5 governing equity adjustments included a list of job classifications that would be receiving a salary grade increase; and

WHEREAS, the list of job classifications in provision No. 5 mistakenly included "Secretary" as one of the classifications receiving the salary grade increase; and

WHEREAS, staff now seeks to amend Resolution No. 18693 to remove "Secretary" from the list of job classifications receiving the salary grade increase;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View that Resolution No. 18693 is hereby amended to delete "Secretary" from the list of positions receiving a salary increase as shown below:

1. Term: Two (2) year compensation package beginning July 1, 2022 and ending June 30, 2024.
2. 5.0% COLA, Fiscal Year 2022-23: Effective June 26, 2022, the City shall amend the salary plan to increase the salary ranges of all SEIU employees by a 5.0% cost-of-living adjustment (COLA). All increases shall be computed to the nearest one-tenth percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Human Resources Director and Finance and Administrative Services Director or their designees.
3. 4.0% COLA, Fiscal Year 2023-24: Effective the pay period including July 1, 2023, the City shall amend the salary plan to increase the salary ranges of all SEIU employees by a 4.0% COLA. All increases shall be computed to the nearest one-tenth percent (0.1%) and rounded

to the nearest penny in accordance with the procedures established by the Human Resources Director and Finance and Administrative Services Director or their designees.

4. Parity with Other Represented Employees: If the City reaches an agreement with any other bargaining unit that includes COLA and lump-sum (or equivalent one-time leave hours) increases exceeding those agreed to herein during the time period covered by this agreement (and considering any offsetting reductions, such as pension or medical cost-sharing), the parties will meet and confer over the application of equivalent increases (and offsets) to the bargaining unit. This provision shall specifically exclude any market-based equity increases negotiated as part of the Year 2 Wage Reopener.

5. Equity Adjustment: Effective June 26, 2022, the City shall increase the salary ranges for the positions identified below that were identified as either below-average in the City's total compensation survey of comparable agencies or internally aligned to positions in the surveys:

Increase one salary grade (approximately 2.5%): Account Clerk I, Account Clerk II, Accounting Technician, Cross-Connection Control Specialist, Heavy Equipment Operator, Heavy Equipment Specialist, Office Assistant II (title change to Office Assistant), Office Assistant III (title change to Administrative Assistant), Permit Technician, ~~Secretary (title change to Senior Administrative Assistant)~~, Senior Utilities System Technician, Senior Water System Operator, Utilities Electrician, Utilities Inspector Locator, Utilities Systems Technician, Utilities Systems Specialist, Wastewater Utility Worker I, Wastewater Utility Worker II, Wastewater Utility Worker III, Water Operations Specialist, Water Quality Technician, Water System Operator, Water Utility Worker I, Water Utility Worker II, and Water Utility Worker III.

6. Other Changes: Cleanup and modification of MOU language to make updates and address operational issues in a variety of areas, including grievance procedure and agency shop.

LB/6/RESO
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