



COUNCIL REPORT

DATE: August 30, 2022
CATEGORY: Consent
DEPT.: Human Resources
TITLE: **Adopt a Resolution Governing Employee Compensation for SEIU Employees**

RECOMMENDATION

Adopt 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, to be read in title only, further reading waived (Attachment 1 to the Council report).

BACKGROUND

On [June 28, 2022](#), the City Council approved resolutions governing compensation for all bargaining groups and authorized the City Manager or designee to amend the respective memoranda of understanding (MOU) as well as the associated salary plans. The resolution for the MOU terms for the Service Employees International Union (SEIU), Local 521, Resolution No. 18693 (Attachment 2), did not accurately reflect the changes as agreed upon between the City and the labor group and as outlined in the June 28, 2022 Council report.

ANALYSIS

The agreement between the City and SEIU, as outlined accurately in the June 28, 2022 Council report, included classification and title changes for the positions formerly classified as Office Assistant I, Office Assistant II, Office Assistant III, and Secretary as well as equity adjustments for those in the Office Assistant series only. Resolution No. 18693, adopted on June 28, 2022, mistakenly included the Secretary classification in the list of positions receiving an equity adjustment. The resolution before Council tonight amends Resolution No. 18693 to correct the error.

The salary plan reflecting the correct classification and title changes was adopted as part of the adoption of the Fiscal Year 2022-23 Budget on June 28, 2022.

FISCAL IMPACT

There is no fiscal impact associated with adopting this resolution. The employee compensation terms have been applied as intended and agreed upon by all parties.

ALTERNATIVES

1. Direct staff to provide additional information.
2. Provide other direction.

PUBLIC NOTICING—Agenda posting.

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Approved by:

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LB-SCR/6/CAM
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- Attachments:
1. Resolution—SEIU Employees
 2. Resolution No. 18693