

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2022

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AUTHORIZING 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,
AND REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, the City's current Memorandum of Understanding (MOU) with the Service Employees International Union—Local 521 (SEIU) (July 1, 2021 through June 30, 2023) included reopener language for certain terms in the second year of the agreement; and

WHEREAS, an agreement to amend the terms for the second year with an additional year of the MOU has been negotiated; and

WHEREAS, the provisions of the current MOU that are changing or new provisions are summarized herein;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View that the following amendments to the MOU are approved:

1. Term: Two-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 designee.

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 designee.

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: Clean up and modification of MOU language to make updates and address operational issues in a variety of areas, including: grievance procedure and agency shop.

SCR/4/RESO
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