

CITY OF MOUNTAIN VIEW  
RESOLUTION NO.  
SERIES 2020

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

WHEREAS, the City's current Memorandum of Understanding with the Service Employees International Union (SEIU), Local 521 (July 1, 2017 to June 30, 2020) expires June 30, 2020; and

WHEREAS, a successor Memorandum of Understanding has been negotiated; and

WHEREAS, the provisions in the current Memorandum of Understanding 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 Memorandum of Understanding are approved:

1. *Term:* One-year compensation packages beginning July 1, 2020 and ending June 30, 2021.

2. *3 Percent Cost-of-Living Adjustment, Fiscal Year 2020-21:* Effective the first pay period ending in July 2020, the City shall increase the salary ranges/control points for classifications in the bargaining unit by a 3 percent cost-of-living adjustment (COLA). All increases shall be computed to the nearest one-tenth (1/10) of a percent and rounded to the nearest penny in accordance with the procedures established by the Assistant City Manager and Finance and Administrative Services Director or their designees.

3. *One-Time Hours:* Members who are City employees during the first full pay period, including June 28, 2020, will receive an additional one-time contribution of 21 hours of leave time (prorated for regular part-time employees). This leave must be used by Pay Period 2, 2021, or any balance will be cashed out with the Pay Period 2 payroll.

4. *California Public Employees' Retirement System Miscellaneous Employee Contributions:* As approved by the City Council on June 23, 2015, the total employee

contribution by Public Employees' Pension Reform Act (PEPRA) members is 1 percent less than the total employee contribution made by classic members, which is currently 10.5 percent for miscellaneous PEPRA members in these groups. Effective the later of the pay period including July 1, 2020, or upon California Public Employees' Retirement System (CalPERS) completion of the administrative process, the total pension contribution by employees on the 2 percent at 62 miscellaneous retirement formula established under the PEPRA shall be reduced by 0.75 percent to maintain the current total employee contribution of 10.5 percent in response to the increased CalPERS normal contribution for Fiscal Year 2020-21.

	<b>PEPRA Miscellaneous Employee Contribution</b> (excluding NPOA)		
	<b>Employee Normal Contribution</b>	<b>Employee Share of Employer Contribution</b>	<b>Total Paid by Employee</b>
Current	6.25%	4.25%	10.50%
Fiscal Year 2020-21	7.00%	3.50%	10.50%

5. *Employee Cost Share for PEPRA Employees:* For PEPRA miscellaneous employees on the 2 percent at 62 retirement formula, the additional deductions for Employee Share of Employer Contribution will not be applied to any income in excess of the limits set forth in California Government Code Section 7522.10(c).

6. *Other Changes:* Cleanup and modification of MOU language to reflect current practices and comply with CalPERS in the following area: CalPERS.

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LB-SR/1/RESO  
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