

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 EAGLES 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 EAGLES (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 Memorandum of Understanding 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 EAGLES 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 EAGLES 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 below in the surveys:

a. Increase one salary grade (approximately 2.5%): Advanced Planning Manager, Assistant Planner, Associate Planner, Chief Building Official, Deputy Building Official, Deputy Zoning Administrator, Planning Manager/Zoning Administrator, Principal Planner, Risk Manager, Senior Planner, Utilities Systems Supervisor, Water Superintendent, Wastewater Supervisor, and Water Supervisor.

b. Increase two salary grades (approximately 5%): Assistant Civil Engineer, Assistant Project Manager, Assistant Public Works Director, Associate Civil Engineer, Deputy Public Works Director, Facilities Project Manager, Junior Civil Engineer, Principal Civil Engineer, Principal Project Manager, Project Manager, Real Property Program Administrator, Senior Civil Engineer, Senior Project Manager, Traffic Engineer, and Transportation Planner.

c. Increase three salary grades (approximately 7.5%): Transportation Manager.

d. Any employee in the classifications listed above whose current salary falls below the new salary range shall receive a salary increase sufficient to place them at the bottom of the salary range effective the first full pay period after the City Council adopts the resolution authorizing the amendment of the MOU.

SCR/4/RESO
032-06-28-22r