



CITY OF SAN MATEO

City Hall
330 W. 20th Avenue
San Mateo CA 94403
www.cityofsanmateo.org

Agenda Report

Agenda Number: 6

Section Name: {{section.name}}

File ID: {{item.tracking_number}}

TO: City Council

FROM: Drew Corbett, City Manager

PREPARED BY: Human Resources Department

MEETING DATE: October 21, 2019

SUBJECT:

Service Employees International Union Local 521 Maintenance Unit - Memorandum of Understanding Amendment

RECOMMENDATION:

Adopt a Resolution to amend the Memorandum of Understanding with the Service Employees International Union Local 521 Maintenance Unit for a term through June 12, 2021.

BACKGROUND:

The Service Employees International Union (SEIU) Local 521 Maintenance Unit represents 91 positions. The contract with this bargaining unit expired on March 10, 2019.

Negotiations with the SEIU Local 521 Maintenance Unit concluded on October 1, 2019, and the membership subsequently ratified the proposed changes to their Memorandum of Understanding. Consistent with the direction provided by the City Council, negotiators for the City and the bargaining unit have reached agreement. These agreements include:

Term: The contract will be for a period of 2.25 years, expiring on June 12, 2021.

Salary: The bargaining unit will receive a 3.0% salary increase effective October 20, 2019, and a 2.0% salary increase effective July 12, 2020. Wastewater Treatment Plant Operators will receive an additional 1.0% on both October 20, 2019 and July 12, 2020 for recruitment and retention purposes.

Certification: Employees who obtain advanced certification in Playground Safety Inspection, HVAC/EPA, Plant Mechanic, Electrical Technician, or Instrument Control Technician shall receive incentive pay.

Retirement Health Savings (RHS): Effective October 20, 2019, the City will contribute 0.75% to employees' RHS accounts. Effective July 12, 2020, the City will contribute an additional 0.75% into RHS accounts for employees who are at least 45 years of age with at least 15 years of City service.

Deferred Compensation: Effective July 12, 2020, the City will provide a contribution of 1.0% into employees' deferred compensation accounts.

Shift Differential and Standby Pay: Effective October 20, 2019, the hourly rates are increased for on-call services and working the night shift at the Wastewater Treatment Plant.

Safety Shoes and Orthotics: Reimbursement was increased to \$250.00 per fiscal year.

Other: There are language changes relating to departmental operations and housekeeping language that amend some of

the terms and conditions of the contract.

BUDGET IMPACT:

The budget will be reviewed mid-year to determine if a supplemental appropriation is needed related to the compensation components of this MOU; however, it is not anticipated that this additional appropriation will be necessary.

ENVIRONMENTAL DETERMINATION:

This item is not a project subject to CEQA, because it is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment. (CEQA Guidelines Section 15378(b)(4).)

NOTICE PROVIDED

All meeting noticing requirements were met.

ATTACHMENTS

Att 1 - Proposed Resolution

Exhibit A - Tentative Agreements

STAFF CONTACT

Casey Echarte, Director of Human Resources

cecharte@cityofsanmateo.org

(650) 522-7262