



CITY OF SAN MATEO

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

Agenda Report

Agenda Number: 8

Section Name: {{section.name}}

File ID: {{item.tracking_number}}

TO: City Council

FROM: Drew Corbett, City Manager

PREPARED BY: Human Resources Department

MEETING DATE: February 01, 2021

SUBJECT:

San Mateo City Employees Association – Memorandum of Understanding Amendment

RECOMMENDATION:

Adopt a Resolution to amend the Memorandum of Understanding with the San Mateo City Employees' Association for a term through June 25, 2022 with the option to extend through June 24, 2023.

BACKGROUND:

The San Mateo City Employees Association (SMCEA) represents approximately 125 employees throughout the City.

Negotiations with the San Mateo City Employees Association concluded on December 28, 2020, 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 extended for one additional year, expiring on June 25, 2022.

Salary: The bargaining unit will receive a 1.0% salary increase effective January 9, 2022.

Vacation Allowance: Employees will begin accruing vacation with pay upon hire rather than receiving vacation accruals six months after their hire date.

Retirement Health Savings: Effective July 11, 2021, the City's contribution will decrease from 1.0% to 0.50%. The City's contribution will return to 1.0% on June 26, 2022 unless extended by the Unit as outlined below.

MOU Extension Option: SMCEA has the sole discretion to extend the terms and conditions of the MOU with the following provisions;

- Notify the City in writing by March 15, 2022 that they will exercise their right to extend the MOU
- Term: The Agreement shall be extended another additional year, expiring on June 24, 2023
- Salary: The bargaining unit will receive a 1.0% salary increase effective January 13, 2023
- Retiree Health Savings: The City's contribution will remain at 0.50% through the term of the extension (June 24, 2023) and return to 1.0% on June 25, 2023.

BUDGET IMPACT:

There is no budget impact in the current fiscal year for these recommended changes. The budget impact for fiscal years 2021-22 and 2022-23 will be a total decrease of \$677,679. Updated salary and benefit amounts for these positions will be

incorporated into the 2021-22 and 2022-23 budgets.

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 Agreement

STAFF CONTACT

Teresa Abrahamsohn, Deputy Human Resources Director
tabrahamsohn@cityofsanmateo.org
650.522.7276