



CITY OF SAN MATEO

City Hall
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Agenda Report

Agenda Number: 18

Section Name: {{section.name}}

File ID: {{item.tracking_number}}

TO: City Council

FROM: Drew Corbett, City Manager

PREPARED BY: Human Resources

MEETING DATE: June 03, 2019

SUBJECT:

San Mateo City Employees' Association General Unit Memorandum of Understanding - Amendments

RECOMMENDATION:

Adopt a Resolution to amend the Memorandum of Understanding with the San Mateo City Employees' Association General Unit.

BACKGROUND:

The San Mateo City Employees' Association (SMCEA) General Unit represents 138 employees. The contract with this bargaining unit expired on May 18, 2019.

On May 22, 2019, negotiations concluded with the SMCEA General Unit, 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 two years, expiring on May 15, 2021.

Salary: The bargaining unit will receive a 3.0% salary increase effective June 16, 2019 and a 2.0% salary increase effective January 10, 2021.

Health: The amount paid to employees who were hired prior to July 1, 2006 will be impacted as such on January 10, 2021:

- Payment in lieu of health coverage will be reduced to \$160.00/month
- Payment in addition to health insurance coverage will end

Retirement Health Savings: Effective June 16, 2019, the City will contribute an additional 0.5% to employees' retirement health savings accounts, for a total of 1.0%. Additionally, the City will contribute 2.0% to the Retirement Health Savings accounts of those employees aged 45 and over with 15 or more years of City service.

Deferred Compensation: Effective June 16, 2019, the City will match up to 0.5% of base salary into participating employees' 457 deferred compensation accounts. Effective January 10, 2021, the City will also contribute 0.5% of base salary into all employees' 457 deferred compensation accounts.

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:

There is no fiscal impact to the 2018-19 budget. The 2019-20 budget will be reviewed at mid-year to determine if a

supplemental appropriation is necessary related to the compensation components of this MOU; however, it is not anticipated that this additional appropriation will be necessary.

ENVIRONMENTAL DETERMINATION:

This agreement is not a project subject to CEQA, because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment. (CEQA Guidelines Section 15378(b)(5).)

NOTICE PROVIDED

All meeting noticing requirements were met.

ATTACHMENTS

Att 1 - Proposed Resolution

Exhibit A - Tentative Agreements

STAFF CONTACT

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