CITY OF MOUNTAIN VIEW
RESOLUTION NO. 18148
SERIES 2017

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521 AND THE CITY OF MOUNTAIN VIEW, FOR THE PERIOD OF JULY 1, 2017 THROUGH JUNE 30, 2020, AND TO REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, the City's current Memorandum of Understanding (MOU) with the Service Employees International Union, Local 521 (SEIU) (July 1, 2015 to June 30, 2017) expires June 30, 2017; and

WHEREAS, a successor MOU has been negotiated; and

WHEREAS, the provisions in the current MOU that are changing or new provisions are summarized herein:

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View approves the following amendments to the MOU:

1. *Term*: Three-year compensation package beginning July 1, 2017 and ending June 30, 2020.

2. *4.0 Percent COLA Fiscal Year 2017-18*: Effective the first pay period ending in July 2017, the City shall amend the salary plan to increase the salary ranges for all classifications of SEIU employees by a four percent (4.0%) cost-of-living adjustment (COLA).

3. *4.0 Percent COLA Fiscal Year 2018-19*: Effective the first pay period ending in July 2018, the City shall amend the salary plan to increase the salary ranges for all classifications of SEIU employees by a four percent (4.0%) COLA.

4. *1.0 Percent COLA Fiscal Year 2019-20*: Effective the first pay period ending in July 2019, the City shall amend the salary plan to increase the salary ranges for all classifications of SEIU employees by a one percent (1.0%) COLA.

5. *Parity with Other Represented Employees*: Should a different schedule of COLAs be approved for other miscellaneous represented employees for Fiscal Years 2017-18, 2018-19, and 2019-20, the same schedule of COLAs shall be offered to SEIU employees instead of the four percent (4.0%), four percent (4.0%), and one percent (1.0%) accepted in Fiscal Years 2017-18, 2018-19, and 2019-2020, respectively, as outlined above.

6. *One-Time Leave Hours*: Effective the first pay period ending in July 2017, SEIU employees who are City employees on July 1, 2017, will receive a one-time contribution of twenty-one (21) hours of leave time, (prorated for regular part-time employees). This leave must be used by pay period 2, 2018, or any balance will be cashed out with the pay period 2 payroll.

   In addition, effective the first pay period ending in July 2018, SEIU employees who are City employees on July 1, 2018, will receive another one-time contribution of twenty-one (21) hours of leave time (prorated for regular part-time employees).

This leave must be used by pay period 2, 2019, or any balance will be cashed out with the pay period 2 payroll.

In addition, effective the first pay period ending in July 2019, SEIU employees who are City employees on July 1, 2019, will receive another one-time contribution of twenty-one (21) hours of leave time (prorated for regular part-time employees). This leave must be used by pay period 2, 2020, or any balance will be cashed out with the pay period 2 payroll.

7. *Reopener on Salary and One-Time Leave Hours*: Either SEIU or the City may reopen the MOU on the issue of salary and one-time leave hours only for the Fiscal Year 2019-20, by giving the other party written notice by 5:00 p.m. on March 1, 2019. In that event, the parties will meet and confer in good faith over the issue of salary and one-time leave hours, and any adjustments in Fiscal Year 2019-20 will be by mutual agreement.

8. *Defined Contribution Retirees' Health*: Effective the first pay period ending in July 2017, the monthly direct employer contributions for existing employees enrolled in the defined contribution plan will be increased for Fiscal Year 2017-18 by the following amounts; 0 to 5 years: fifty dollars ($50) per month, 6 to 10 years: seventy-five dollars ($75) per month, 10+ years: one hundred dollars ($100) per month. Effective the first pay period ending in July 2018, contributions will be indexed at a three percent (3.0%) fixed rate annually. This is the first adjustment in the City's contribution amount since inception of the City's Defined Contribution Plan in 2007.
Interest on the first year employer contributions held in an account prior to transfer will be credited at a fixed rate of one percent (1.0%) per annum on the monthly balance effective the first pay period ending in July 2017.

9. *Kaiser Vision Benefit*: Effective January 1, 2018, the vision benefit included in the Kaiser medical plan available to eligible employees, will be changed so that the vision allowance is available every 12 months.

10. *Dental Benefit*: Effective January 1, 2018, the dental plan design will be changed to increase both the annual plan maximum (non-orthodontia) and lifetime plan maximum (orthodontia) by five hundred dollars ($500) per insured person.

11. *City Contribution to Flexible Spending Account (FSA)*: Effective the first pay period ending in July 2017, the City will discontinue the City's one hundred and fifty dollars ($150) annual contribution to each employee's medical FSA in exchange for providing the enhanced dental benefit.

12. *Vacation Cash Out*: Effective July 1, 2017, employees are eligible to file an irrevocable election, in December of each year, to cash out vacation accrued in the payroll calendar year following the cash out election in accordance with IRS regulations and procedures set forth in the SEIU MOU. For employees electing to cash out over forty (40) hours of vacation, the employee must have used a minimum of forty (40) hours vacation in the full payroll calendar year and have a minimum balance of eighty (80) hours as of the last full pay period in the payroll calendar year of the cash out election.

13. *Health Benefits Committee*: The City will form a joint committee with interested miscellaneous labor groups to engage in a focused discussion on health benefits for active employees to consider potential solutions to address the high cost of employee health benefits while ensuring both the sustainability of health benefits and that the benefits remain competitive with comparison agencies. The

committee's findings will be used to inform a discussion of health benefits during the next negotiations process.

14. *Professional Development/Technology Funds*: Effective the first pay period ending in July 2017, professional employees will receive eight hundred dollars ($800) in professional development/technology funds annually.

15. *Sick Leave Incentive*: Effective the first pay period ending in July 2017, employees who do not use sick leave for each payroll calendar quarter, shall be allowed to convert four (4) hours of sick leave into vacation and will be provided four (4) hours of vacation per quarter.

16. *Callback Pay*: Effective the first pay period ending in July 2017, add eight (8) classifications that are eligible to receive callback pay when responding to emergency calls after hours.

17. *Certification Pay*: Effective the first pay period ending in July 2017, increase the payment to fifty dollars ($50) per month for each eligible certification, up to a maximum of four certifications above the minimum job specification requirements. Add Facilities Maintenance Worker I, II, and III to the certification program.

18. *Other Changes*: A number of other clarifications were agreed to update provisions of the MOU, including: parks schedule, bereavement leave, duty program uniforms, overtime shift for dispatchers.

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The foregoing Resolution was regularly introduced and adopted at a Regular Meeting of the City Council of the City of Mountain View, duly held on the 13th day of June 2017, by the following vote:

AYES: Councilmembers Abe-Koga, Clark, Matichak, McAlister, Showalter, Vice Mayor Siegel, and Mayor Rosenberg

NOES: None

ABSENT: None

ATTEST:

LORRIE BREWER, MMC
CITY CLERK

APPROVED:

KEN S. ROSENBERG
MAYOR

I do hereby certify that the foregoing resolution was passed and adopted by the City Council of the City of Mountain View at a Regular Meeting held on the 13th day of June 2017, by the foregoing vote.

City Clerk
City of Mountain View

SR/4/RESO
032-06-13-17r-E