

RESOLUTION NO. 2022-XX
A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS TO
ADOPT THE JULY 1, 2022 – JUNE 30, 2027 MEMORANDUM OF
UNDERSTANDING WITH SANITARY TRUCK DRIVERS AND HELPERS
TEAMSTERS UNION LOCAL 350

WHEREAS, Sanitary Truck Drivers and Helpers Teamsters Union Local 350 Memorandum of Understanding dated July 1, 2022 – June 30, 2027 expired on June 30, 2022; and

WHEREAS, representatives from the City and Sanitary Truck Drivers and Helpers Teamsters Union Local 350 met and conferred in good faith to reach a successor agreement; and

WHEREAS, the parties reached an agreement on June 27, 2022; and

WHEREAS, on June 28, 2022 members of the Sanitary Truck Drivers and Helpers Teamsters Union Local 350 ratified the Tentative Agreement for a five-year Successor Agreement.

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Los Altos hereby:

1. Approves the Memorandum of Understanding (MOU) with Sanitary Truck Drivers and Helpers Teamsters Union Local 350 for the term of the agreement from July 1, 2022 through June 30, 2027 attached to this resolution as Exhibit B. Unless otherwise noted, all changes shall take effect the first full pay period after Union ratification and adoption of this Successor Agreement; and
2. Approves the following adjustments to the benefit package for the represented Teamsters Local 350 employees, effective July 1, 2022
 - a. Salary: Effective July 12, 2022, base salary (defined as base pay only) across all classifications shall be increased by 5%; effective the first full pay period that includes July 1, 2022;
 - i. Effective July 1, 2023, base salary (defined as base pay only) shall be increased by the 12-month CPI, San Francisco Area, set by the U.S. Department of Labor Bureau of Labor Statistics (minimum of 3% and maximum of 3.5%) followed by market adjustments.
 - ii. Effective July 1, 2024, base salary (defined as base pay only) shall be increased by the 12-month CPI, San Francisco Area, set by the U.S. Department of Labor Bureau of Labor Statistics (minimum of 3% and maximum of 3.5%) followed by market adjustments.
 - iii. Effective July 1, 2025, classification market range adjustments
 - iv. Effective July 1, 2026, classification market range adjustments
 - b. Increased observed holidays as per City of Los Altos personnel rules and regulations.
 - c. Quality of Life Enhanced Benefits. Effective the first full pay period immediately following the ratification of this successor MOU, the City shall implement a Quality-of-Life Employee Reimbursement Plan that may be used towards reimbursement for the following allowable categories; Mental/Emotional Wellness, Health/Physical Wellness, Financial/Retirement

Wellness. Employees will receive \$50 per pay period as part of a reimbursement plan.

- d. Additional Professional Certification Pay Options: Eligible employees will have additional professional certification pay options to qualify for based on operational needs and approval from the department director.
- e. Reclassification: The Maintenance Worker classification series assigned to the Sewer Division were reclassified to the creation of separate Wastewater Maintenance Worker I/II and Senior Wastewater Maintenance classifications.

I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 30th day of July, 2019 by the following vote:

AYES: ENANDER, MEADOWS, FLIGOR, LEE ENG, WEINBERG
NOES: NONE
ABSENT: NONE
ABSTAIN: NONE

Anita Enander, MAYOR

Attest:

Angel Rodriguez, INTERIM CITY CLERK