

**LAST BEST FINAL OFFER  
CITY OF SANTA CRUZ  
AND  
SEIU LOCAL 521 REGULAR SERVICE EMPLOYEES**

**FOR A SUCCESSOR MOU  
IN ACCORDANCE WITH GROUND RULE 9**

**August 10, 2022**

Item	Proposal	MOU Section
Term	The City proposes a 1 year Term expiring on 4/14/23	Section 2.00
Structural compensation increases	The City will assume the cost of structural compensation increases from step increases and retirement benefits.	
COLA's	3.5% COLA effective after Council approves an MOU in open session.	10.00
Safety Boots	Effective after Council approves an MOU in open session, increase the maximum Boots/Shoe annual limit to \$300.	16.03
One Time Signing Bonus	As soon as administratively possible, each employee in a budgeted position will receive a one-time signing bonus of \$1,500 (pro-rated for part-time employees and minus applicable taxes) after City Council approves an MOU in open session.	
Clean-up language	The City will propose non-substantive changes to update MOU.	Various
Incorporate 3-1-20 side letter re lunch period	All full-time employees shall be entitled to and expected to take an uninterrupted, unpaid lunch period of a minimum of thirty (30) minutes at or about the mid-point of their workday. <del>with the exception of the Wastewater Plant Operators, Water Plant Operators, and Rangers and Senior Rangers assigned to the Police Department</del> <u>are exempt from this requirement and entitled to a paid thirty (30) minute lunch period. Rangers and Senior Rangers assigned to the Water Recreation Facility are exempt from this requirement and entitled to a paid thirty (30) minute lunch period when the facility is open to the public who are entitled to a paid thirty (30) minute lunch period.</u> Supervisors may occasionally approve flexible scheduling of lunch periods for individual employees. Regular schedules that do not provide the required lunch	9.06

	period at or about the mid-point of the workday will not be allowed.	
Living Wage	<p>Delete Steps A &amp; B from the Salary Compensation Plan/Schedule for All Classifications.</p> <p>Employees currently in Steps A &amp; B will move to Step C effective after Council approves an MOU in open session; employees are eligible for advancement to the next higher salary step on their next regularly scheduled merit review date.</p> <p>Step C of the Facility Attendant classification will be set to the current benefitted living wage of \$19.01/hour:</p> <ul style="list-style-type: none"> <li>• Steps D-J will be adjusted upwards accordingly to maintain five percent (5%) between steps.</li> </ul> <p>Step C of the Landfill Gate Attendant and Parking Attendant classifications will exceed the benefitted living wage of \$19.01/hour following implementation of the three and one half percent (3.5%) COLA.</p>	<p>Section 10.01.01 and Exhibit A</p> <p>Section 10.01.02</p> <p>Section 10.01 and Exhibit A</p>
Tentative Agreements	This proposal includes all previously signed tentative agreements in accordance with Ground Rule 7.	Various

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 Tim Davis  
 City of Santa Cruz

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 Olivia Martinez  
 SEIU Local #521

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 Lisa Murphy, Human Resources Director

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 Katy Bradley, SEIU

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 Ken Bare, SEIU Chapter President

Date: \_\_\_\_\_

Date: \_\_\_\_\_