

IN THE CITY COUNCIL OF THE CITY OF SAN LEANDRO

RESOLUTION NO. 2025-XXX

RESOLUTION TO APPROVE THE SAN LEANDRO CITY EMPLOYEES ASSOCIATION (SLCEA) MEMORANDUM OF UNDERSTANDING AND CONFIDENTIAL EMPLOYEES COMPENSATION PLAN FOR A FIVE-YEAR TERM COVERING JANUARY 1, 2025 THROUGH DECEMBER 31, 2029

WHEREAS, the current San Leandro City Employees Association (SLCEA) IFPTE Local 21 Memorandum of Understanding (MOU) and Confidential Employee Compensation Plan expired on December 31, 2024; and

WHEREAS, the City and SLCEA reached agreement for a successor Memorandum of Understanding (MOU) for the period January 1, 2025 through December 31, 2029, which includes equity salary adjustments for all SLCEA positions determined to be below the market median based on a total compensation study and salary adjustments totaling 21.75% over the five-year agreement; and

WHEREAS, the SLCEA MOU also includes increases to Training pay, Uniform Allowance, Safety shoe reimbursement, Mechanic tools reimbursement, Swing/Graveyard Shift Differentials, and Bereavement leave, and other operational, administrative, and legal language updates; and

WHEREAS, the equity salary adjustments, annual salary increases, and other terms and conditions negotiated for SLCEA will be applied to the unrepresented Confidential Employees Compensation Plan for the period January 1, 2025 through December 31, 2029; and

WHEREAS, the City Council is familiar with the contents thereof of the SLCEA MOU and Confidential Employee Compensation Plan.

NOW, THEREFORE, the City Council of the City of San Leandro does **RESOLVE** as follows:

1. That said SLCEA MOU and Confidential Employee Compensation Plan are hereby approved; and
2. That the City Council authorizes the appropriation of funding into the corresponding salary and benefits accounts for Fiscal Years 2025 through 2030.
3. That the City Manager is authorized to execute said MOU and Compensation Plan and make non-substantive revisions subject to the approval of the City Attorney.

Introduced by Councilmember _____ and passed and adopted this 21st day of April 2025 by the following vote:

AYES: ()

NOES: ()

ABSENT: ()

ATTEST:

Kelly B. Clancy, CMC
City Clerk

DRAFT