

City of Sunnyvale – Sunnyvale Employees Association/IFPTE Local 21

2022 MOU Negotiations

Package Tentative Agreement – 7/20/2022

**Section 4 Term:** 4-years, 7/1/22 – 6/30/26

**Section 16.2 (Salary Adjustments):** Wage increases as follows:

\* Effective July 10, 2022 (if SEA/Local 21 reports membership ratification of this package tentative agreement to the City on or before July 31, 2022): 6.0%

\* July 9, 2023: 4.0%

\* July 7, 2024: 3.5%

\* July 6, 2025: 3.5%

**Section 16.3 Comparable Agencies:** Remove Richmond, Alameda and San Leandro. Add Redwood City and Cupertino. Delete language specific to ITD classification (Senior Programmer Analyst).

**Section 16.5 Out of Class:** Update to state,

Out of class assignments to a vacant position may not exceed 960 hours within a fiscal year. For purposes of this section, “vacant position” refers to a position that is vacant during recruitment for a permanent appointment.

**Section 16.6 Bilingual:** Effective the first full pay period following Council approval of this MOU, change to weekly premium.

**Section 16.7 Hazardous Duty Pay:**

\* Effective the first full pay period following City Council approval,

(a) Add the following classifications to the list of classifications receiving 1.5% Hazardous Duty Pay – Equipment Mechanic, Greenskeeper, Lead Equipment Mechanic, Principal Water Pollution Control Operator, Senior Greenskeeper, Senior Water Pollution Control Operator, Senior Water Pollution Control Plant Mechanic, Water Pollution Control Operator 1, Water Pollution Control Operator 2 and Water Pollution Control Plant Mechanic; and

(b) Roll Hazardous Duty Pay for all classifications receiving Hazardous Duty Pay (including those listed in the prior paragraph) into base pay.

\* Update job descriptions to reflect hazardous duties that justified Hazardous Duty Pay

\* Revise Section 16.7 to reflect these agreements

**Section 16.14 Class A/B License:** Effective the first full pay period following Council approval of this MOU, change to weekly premium.

**Section 17.1 Medical Insurance:** Effective the first full pay period following City Council approval, increase City's contribution from 80% of the average of family monthly premium for Region 1 (Bay Area) CalPERS Blue Shield Access HMO and the CalPERS Kaiser HMO plan to 85%

**Section 17.4 Dental:** Remove paragraph related to dual coverage as proposed previously in draft MOU (does not change current practice)

**Section 17.4 Vision:** Add 2-party premium amount to cafeteria contribution

**Section 18.7 Comp Time:** Eliminate obligation to cash out accrued hours in excess of 60 at the end of the payroll calendar year

**All (Housekeeping):** Update MOU to remove date specific sections that no longer need "effective this MOU," provide gender neutral language, correct typos and grammatical issues, and clarify language where possible (as proposed by City previously in draft MOU)

*All other City and SEA/Local 21 proposals and counter-proposals are deemed withdrawn and not included in this package tentative agreement. Both bargaining teams agree to recommend approval of this package tentative agreement to their principals.*

Romandhi Celestin  
IFPTE Local 21 Representative

x  7/20/2022

Edward L. Kreisberg  
City Bargaining Team  
Edward L. Kreisberg 7/20/22

City of Sunnyvale 7/20/2022

