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**RESOLUTION NO. 2011-40**

**A RESOLUTION OF THE ALBANY CITY COUNCIL APPROVING THE  
MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF ALBANY AND  
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1021.**

**WHEREAS**, the City of Albany and Service Employees International Union (SEIU), Local 1021 have negotiated in good faith; and

**WHEREAS**, the parties have come to agreement on the terms of a labor agreement; and

**WHEREAS**, the Memorandum of Understanding has been amended to reflect those mutual agreements; and

**WHEREAS**, the amended Memorandum of Understanding is effective April 1, 2011 through March 31, 2014.

**NOW, THEREFORE, BE IT RESOLVED BY THE ALBANY CITY COUNCIL THAT** the Memorandum of Understanding is approved effective April 1, 2011 and that the City Manager and Human Resources Manager are authorized to sign same on behalf of the City.

  
\_\_\_\_\_  
Mayor Farid Javandel

**Memorandum of Understanding  
Between City of Albany and  
Service Employees International Union (SEIU), Local 1021**

**Summary of Memorandum of Understanding Changes**

**Term** Three years from April 1, 2011 through March 31, 2014.

**Pension** For employees hired before July 1, 2011

Effective the pay period beginning July 25, 2011, employees shall pay 4.0% of the employee's portion of PERS.

Effective the pay period that contains July 1, 2012, employees shall pay an additional 3.0% of the employee's portion of PERS.

Effective the pay period that contains July 1, 2013, employees shall pay an additional 1.0% of the employee's portion of PERS.

For employees hired on or after July 1, 2011

Amend contract with PERS to add the 2.0% @ 60 second-tier retirement formula for new hires.

Effective the pay period beginning July 25, 2011, employees shall pay 4.0% of the employee's portion of PERS.

Effective the pay period that contains July 1, 2012, employees shall pay an additional 3.0% of the employee's portion of PERS.

**Salaries** No increase April 2011.

Containing the pay period that contains July 1, 2012, salaries for all classifications shall be increased by 4.0%.

Containing the pay period that contains July 1, 2013, salaries for all classifications shall be increased by the SF-Oak-SJ April-April CPI-U (minimum 2%, maximum 4%).

**Minor Changes:**

Section 1.1 – Union Representation – Added language on mediating disputes over the proper assignment of a classification.

Section 5.12 – CWEA Sewer Certificate – Incorporated and revised former side letter to read: “Employees will be compensated by a payment of five percent additional salary above the employee’s regular base salary for obtaining and maintaining certification in the California Water Environment Association Technical Certification Program.”

Section 6.5 – Compensatory Time – Increased maximum accumulation to eighty hours.



# City of Albany

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## RESOLUTION NO. 2011-40

PASSED AND APPROVED BY THE COUNCIL OF THE CITY OF ALBANY,

this 18th day of July, 2011, by the following votes:

AYES: Council Members Atkinson, Lieber, Wile and Mayor Javandel

NOES:

ABSENT: Council Member Thomsen

WITNESS MY HAND AND THE SEAL OF THE CITY OF ALBANY, this

19th Day of July, 2011.

Eileen Harrington  
DEPUTY CITY CLERK

*The City of Albany is dedicated to maintaining its small town ambience, responding to the needs of a diverse community, and providing a safe, healthy and sustainable environment.*



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