

**RESOLUTION NO. 2013-09**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS TO  
ADOPT THE JULY 1, 2013 – JUNE 30, 2016 MEMORANDUM OF  
UNDERSTANDING WITH TEAMSTERS, LOCAL #350**

**WHEREAS**, Teamsters, Local #350 Memorandum of Understanding (MOU) dated July 1, 2010 – June 30, 2013 will expire on June 30, 2013; and

**WHEREAS**, representatives from the City and Teamsters, Local #350 met and conferred in good faith to reach a Successor Agreement; and

**WHEREAS**, the parties reached a Tentative Agreement on April 25, 2013; and

**WHEREAS**, on April 30, 2013, Teamsters, Local #350 members voted and unanimously ratified the Tentative Agreement for a three-year Successor Agreement.

**NOW THEREFORE, BE IT RESOLVED**, that the City Council of the City of Los Altos hereby approves the Memorandum of Understanding with Teamsters, Local #350 for the term of the Agreement from July 1, 2013 through June 30, 2016. The successor Agreement includes the following terms:

1. Effective the first full pay period in July 2013, base salary (defined as base pay plus Employer Paid Member Contribution) shall be increased 2%. In addition, represented classifications will receive a one-time \$1,000 salary bonus to be paid on the first pay period in December 2013.

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Effective the first full pay period in July 2015, base salary (defined as base pay only) shall be increased 3%.

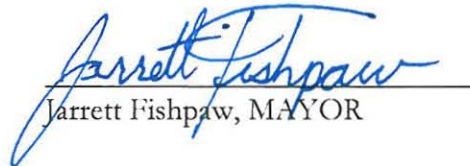
2. Effective the first full pay period in July 2013, employees covered by the 2.7% at 55 retirement formula will pay an additional 2% of the employee's miscellaneous PERS rate currently paid by the employer and an additional 2% effective the first full pay period in July 1, 2014 and an additional 2% effective the first full pay period in July 1, 2015 for a total of 6% for this contract period. The employee will then be contributing the full 8% amount of the employee's miscellaneous pension retirement contribution as defined by CalPERS.
3. Section 2 above does not pertain to "New Member" employees hired by City on or after January 1, 2013. "New Member" employees will be covered by the 2% at 62 retirement

law and retirement contribution as required under provisions of the PEPRRA retirement law and any subsequent amendments thereto.

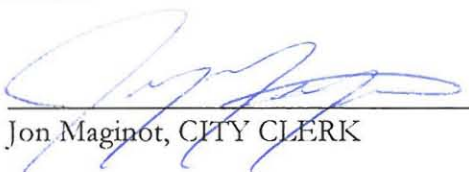
4. MOU section 16.1 will add language for PEPRRA Retirement System as follows: For "New Member" employees hired on or after January 1, 2013, the City will provide the PERS 2.0% at 62 retirement plan and retirement contributions as required under provisions of the PEPRRA retirement law and any subsequent amendments thereto.
5. Employees who hold and maintain a Class B Commercial License will receive a stipend of \$25 bi-weekly.
6. Except as specified above, all existing terms and conditions of employment set forth in the July 1, 2010 – June 30, 2013 MOU shall remain in effect for the term of the Successor Agreement and will be updated accordingly.

**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 14<sup>th</sup> day of May, 2013 by the following vote:

AYES: BRUINS, CARPENTER, PEPPER, SATTERLEE, FISHPAW  
NOES: NONE  
ABSENT: NONE  
ABSTAIN: NONE

  
Jarrett Fishpaw, MAYOR

Attest:

  
Jon Maginot, CITY CLERK