

RESOLUTION NUMBER: 6644-2025

CITY OF SEBASTOPOL

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL APPROVING THE BUDGET ADJUSTMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SEBASTOPOL AND THE SERVICE EMPLOYEE'S INTERNATIONAL UNION (SEIU) FOR THE PERIOD OF JANUARY 1, 2025 THROUGH DECEMBER 31, 2025

WHEREAS, the SEIU Memorandum of Understanding was set to expire on June 30, 2024; and

WHEREAS, prior to expiration and in deference to the City's fiscal situation, the City and the SEIU met and conferred and agreed on an extension of the agreement through December 31, 2024 and as the six-month extension through December 21, 2024, was coming to an end, the SEIU and the City again met and conferred in good faith over the months of November and December; and

WHEREAS, after several meetings, the parties agreed to a successor agreement over a one-year term that includes increases in wages and improvements in health and welfare benefits:

WHEREAS, staff is recommending the following budget adjustments:

- A one-time salary payment of \$45,000 will be allocated to object code 4023 across various departments and divisions. This includes all SEIU members who are distributed among different divisions within Public Works, as well as other departments such as Administrative Services, Community Development, and Building and Engineering.
- A cost of living adjustment increase of \$43,250, representing a 5% increase effective January 1, 2025, will be paid in the first full pay period of February 2025. The amount of \$39,300 will be allocated to object code 4010 and \$3,950 will be allocated to object code 4110 across various departments and divisions.
- A standby cost of \$4,500 will be allocated to object code 4013 across various divisions within the Public Works budget.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Sebastopol hereby approve the recommended budget adjustments in various Departments' budget line item as stated above.

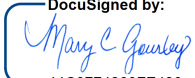
The above and foregoing Resolution was duly passed, approved, and adopted at a meeting by the City Council on the 21st day of January, 2025.

I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by the City of Sebastopol City Council by the following vote:


VOTE:

Ayes: Councilmembers Carter, Hinton, Maurer, Vice Mayor McLewis and Mayor Zollman
 Noes: None
 Absent: None
 Abstain: None

APPROVED: 
 Stephen Zollman, Mayor

ATTEST: 
 Mary C. Gourley, Assistant City Manager/City Clerk, MMC

APPROVED AS TO FORM:

Signed by:

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Alex Mog, City Attorney