

25. Extension to the Memorandum of Understanding (“MOU”) for Classifications Represented by the Service Employees International Union Local 721 Part-Time Non Civil Service Employees Unit (“SEIU-PTNCS”)

Department(s):

Recommended Action: Authorize the City Manager to execute an extension to the existing Memorandum of Understanding with SEIU-PTNCS regarding wages, hours, and other terms and conditions of employment effective through May 15, 2025, and authorize non-substantive changes which may be necessary to implement the agreement (Agreement No. A-2025-XXX).



City of Santa Ana
20 Civic Center Plaza, Santa Ana, CA 92701
Staff Report
January 21, 2025

TOPIC: Extension to Memorandum of Understanding between the City of Santa Ana and the Service Employees International Union Local 721 Part-Time Non Civil Service Employees Unit

AGENDA TITLE

Extension to the Memorandum of Understanding ("MOU") for Classifications Represented by the Service Employees International Union Local 721 Part-Time Non Civil Service Employees Unit ("SEIU-PTNCS")

RECOMMENDED ACTION

Authorize the City Manager to execute an extension to the existing Memorandum of Understanding with SEIU-PTNCS regarding wages, hours, and other terms and conditions of employment effective through May 15, 2025, and authorize non-substantive changes which may be necessary to implement the agreement (Agreement No. A-2025-XXX).

GOVERNMENT CODE §84308 APPLIES: No

DISCUSSION

SEIU-PTNCS represents over four hundred (400) part time employees in various classifications throughout the City. The current MOU expired on November 15, 2024 and the parties engaged in negotiations for a successor MOU. The City and SEIU-PTNCS agreed upon an extension of the existing MOU along with certain amendments regarding salary increases and safety shoe allowance. The extension and amendment provide the following:

1. Term: The original term of the contract was from November 16, 2022 through November 15, 2024. The extension would lengthen the term through May 15, 2025.
2. Salary: One percent (1%) wage increase effective the first full pay period after November 15, 2024.
3. Safety Shoes: The City currently provides two hundred dollars (\$200) per fiscal year per eligible employee for the purchase and/or repair of approved safety

shoes/boots. Effective the first full pay period after November 15, 2024, the City will increase the amount to three hundred dollars (\$300) per fiscal year.

The parties have agreed to begin negotiations on a successor MOU by February 15, 2025.

ENVIRONMENTAL IMPACT

There is no environmental impact associated with this action.

FISCAL IMPACT

The estimated cost of the extension is a total of \$54,609 to the General Fund for FY 24/25.

EXHIBIT(S)

1. Extension to the Memorandum of Understanding between the City of Santa Ana and Part-Time Non Civil Service Employees Unit Service Employees International Union Local 721

Submitted By: Lori Schnaider, Executive Director of Human Resources

Approved By: Alvaro Nuñez, City Manager