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THE CITY OF SALINAS
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521
SALINAS MUNICIPAL EMPLOYEES ASSOCIATION (SMEA) / BLUE COLLAR / AND
CREW SUPERVISORS MOU

November 2, 2023 – Tentative Agreement

Term of Agreement*

- July 1, 2023 to December 31, 2026

- All prior T/As and language clean up items

- Health Care:

- Status Quo on health care for term of the agreement

- Wages:

- 6% Effective following Ratification and Council Approval.
- 4% Effective July 2024.
- 3% Effective July 2025
- Following Ratification and Council Approval - \$1,500.00 Lump Sum amount to all bargaining unit members who are in the unit as of October 11, 2023.

- Market Adjustment:

- Additional increase of 2.5% (Effective Jan. 2024), for positions at least 15% below market based on total compensation as shown on the City's May 2023 survey findings.

- CSI Premium:

- 5% for those CSO have completed assigned POST-approved CSI training and are assigned to CSI work.

- On-Call Pay:

- Language to avoid double payment for On-Call employees not actually working On-Call.

- Constructive Receipt:

- City will update the City policy regarding cash outs.

- CTO – not accrued for special events.

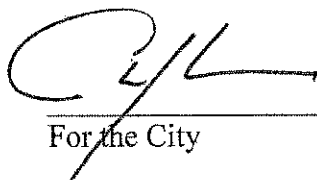
- CTO will not be accrued for special events as defined by the City of Salinas Code.

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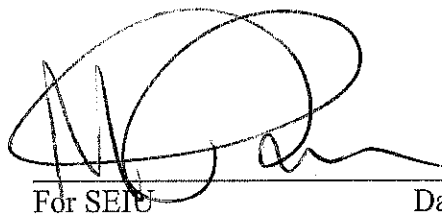
- **Elimination of probation review process.**
- **Elimination of total compensation survey in the future.**
- **Holidays:**
 - o Additional holidays of Juneteenth and Cesar Chavez - City agrees to move up the holidays to calendar year 2024.
- **Crew Supervisors:**
 - o The City will add language to provide overtime of Crew Supervisors under the MOU.

*Any increases to wages/pay are effective in the first full pay period in the month noted above.

Signatures

 11/2/23

For the City Date

 11-2-23

For SEIU Date