



# MOU Contract Amendments

City of San Bruno and Teamster Locals 350 & 856

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City Council  
September 8, 2020

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Assistant City Manager/Chief People Officer

# Agenda

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- I. Background
- II. Agreement Terms
- III. Retiree Plus Health Coverage
- IV. Action

# Contract Extension Agreements

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As a result of negotiations, tentative agreements have been reached regarding changes to the terms and conditions of employment for following terms:

***January 1, 2020 through December 31, 2020:*** Teamsters Local 350  
- Mid-Management

***January 1, 2021 through December 31, 2021:*** Teamsters Local 856  
- Miscellaneous, Public Safety Mid-Management, Police and Fire  
and Teamsters Local 350 - Mid-Management

# Tentative Agreement Terms

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**Salaries** – No change through December 31, 2021, except for scheduled step increases.

**No Layoffs** - No Layoffs through December 31, 2021 unless FY20-21 General Fund Actual Base Revenues decrease by \$2.5M or greater from the Adopted Budget, in which case the no layoff provision is voided. General Fund Base Revenue, is defined as: taxes, departmental revenues and franchise fees. FY 20/21 GF Adopted Base Revenues: (\$37,659,393).

**Health Plan** - The City shall pay 75% and the employee shall pay 25% of health and welfare benefit premium increase over the prior plan year.

# Retiree Plus Health Coverage

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- The parties agree to add the Retiree Plus Health Coverage to commence for all current employees who participate in the employee health plan effective January 1, 2021.
- Payment of Retiree Plus Health Coverage premium costs to be divided with 75% to be paid the employer and 25% to be paid by the employee.
  - The total cost of the Retiree Plus Health Coverage premium is \$38.40 per month, per employee.
  - FY 2021 – City cost: \$40,262.40
  - On-going costs: \$89,856 (est. 260 employees)

# Recommended Action

September 8, 2020

Adopt a Resolution approving contract extension agreements between the City of San Bruno and Teamsters, Local 856 Miscellaneous, Public Safety Mid-Management, Fire and Police for the Term January 1, 2021 through December 31, 2021; and Teamsters, Local 350 Mid-Management for the term January 1, 2020 through December 31, 2021.

