

**RESOLUTION NO. 2020-15**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS TO  
ADOPT THE SIDE LETTER TO EXTEND THE MEMORANDUM OF  
UNDERSTANDING WITH LOS ALTOS MUNICIPAL EMPLOYEE  
ASSOCIATION**

**WHEREAS**, Los Altos Municipal Employee Association (LAMEA) Memorandum of Understanding dated July 1, 2017 – June 30, 2020 will expire on June 30, 2020; and

**WHEREAS**, representatives from the City and Los Altos Municipal Employee Association met and conferred in good faith to reach a Side Letter Agreement; and

**WHEREAS**, the parties reached an agreement on March 31, 2020; and

**WHEREAS**, on April 28, 2020, members of the Los Altos Municipal Employee Association ratified the Side Letter Agreement for a six-month extension of the current Agreement.

**NOW THEREFORE, BE IT RESOLVED**, that the City Council of the City of Los Altos hereby:

1. Approves the Side Letter Agreement to extend the current Memorandum of Understanding (MOU) with Los Altos Municipal Employee Association for the term of the side letter agreement from June 30, 2020 through December 31, 2020 attached to this resolution as Exhibit A. Unless otherwise noted, all changes shall take effect the first full pay period including July 1, 2020 after Union ratification and adoption of this Side Letter Agreement; and
2. Approves the following adjustments to the benefit package for LAMEA members, effective the first full pay period including July 1, 2020:
  - a. Salary: effective the first full pay period that includes July 1, 2020, base salary (defined as base pay only) shall be increased by the April 2020 12-month Consumer Price Index, San Francisco Area, by the U.S. Department of Labor Bureau of Labor Statistics (minimum of 2% and maximum of 3%)

**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 26<sup>th</sup> day of May, 2020 by the following vote:

AYES: Council Members Bruins, Enander, Vice Mayor Fligor and Mayor Pepper  
NOES: Council Member Lee Eng  
ABSENT: None  
ABSTAIN: None

  
\_\_\_\_\_  
Janis C. Pepper MAYOR

Attest:

  
\_\_\_\_\_  
Andrea Chelemengos, MMC, CITY CLERK

## LETTER OF AGREEMENT

CITY OF LOS ALTOS

AND

THE LOS ALTOS MUNICIPAL EMPLOYEE ASSOCIATION

This Letter of Agreement (Agreement) between the City of Los Altos (City) and the Los Altos Municipal Employee Association (Association) (collectively "Parties") is entered into with respect to the following:

**WHEREAS**, the current Memorandum of Understanding (MOU) between Parties is currently set to expire on June 30, 2020;

**WHEREAS**, the Parties were set to begin negotiations over a successor MOU in March 2020; and

**WHEREAS**, on March 4, 2020, the Governor of California declared a State of Emergency due to the outbreak and spread of COVID-19; and

**WHEREAS**, on March 13, 2020, the President of the United States declared a National Emergency concerning COVID-19 outbreak; and

**WHEREAS**, on March 16, 2020, the Santa Clara County Public Health Officer and the Board of Supervisors declared a local health emergency in response to COVID-19; and

**WHEREAS**, on March 16, 2020, the Santa Clara County Public Health Officer and the Board of Supervisors declared a local health emergency in response to COVID-19 and instituted a shelter in place order; and

**WHEREAS**, on March 31, 2020, the Santa Clara County Public Health Officer extended the shelter in place order to May 3, 2020; and

**WHEREAS**, the Parties have agreed to postpone negotiations and extend the current MOU due to the national, state, and local emergency that has resulted from COVID-19;

**WHEREAS**, the Parties have agreed that Association members will receive a Cost of Living Increase effective July 1, 2020;

**WHEREAS**, the following memorializes the Parties' Agreement:

1. The term of the MOU is extended from June 30, 2020 to December 31, 2020; and
2. Effective the first full pay period that includes July 1, 2020, base salary (defined as base pay only) shall be increased by the April 2020 12-month Consumer Price Index, San Francisco Area, by the U.S. Department of Labor Bureau of Labor Statistics (minimum of 2% and maximum of 3%);

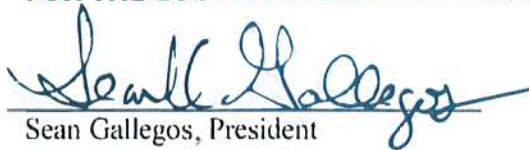
3. This Agreement is effective upon ratification by the Association membership and subsequent approval of the Los Altos City Council.

FOR THE CITY OF LOS ALTOS

  
Chris Jordan, City Manager

5/1/2020  
Date

FOR THE LOS ALTOS MUNICIPAL EMPLOYEE ASSOCIATION

  
Sean Gallegos, President

4-28-20  
Date