



## Legislation Text

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### City Council Agenda

**Memo to:** Manteca City Council  
**From:** Lisa Blackmon, Assistant City Manager  
**Prepared by:** Dawn Lichti, Acting Employee Services & Engagement Director  
**Date:** July 21, 2020  
**Subject:** Side Letter Agreement Clean Up

Approve amendments to the Side Letter Agreements to better clarify language related to salary “me too” clause and COLAs in the master Memorandum of Understanding for: Manteca Technical Support Services Association (MTSSA); Manteca Police Employees Association (MPEA); Manteca Police Officer’s Association (MPOA); Manteca Mid Managers Association (MMA); Manteca Confidential Mid-Manager’s Association (MCMMA); and the Public Safety Mid Managers Association (PSMMA).

#### Background:

A “me too” clause was adopted by the bargaining units listed above at the May 19, 2020, and June 16, 2020, City Council Meetings. The side letters were a result of the Operating Engineers (OE3) bargaining unit members receiving a 1% higher PERSable benefit than all the other bargaining units who had signed and ratified their agreements before OE3. This benefit was equivalent to a 3% COLA for members of OE3 while all other units received 2%. Due to the “me too” clause, all remaining bargaining unit received an additional 1% COLA retroactive back to July 1, 2019 (R2020-85).

All bargaining units agreed to a 2% COLA effective July 1, 2020. To ease any misinterpretation and clarify the language of the clause, the side letters attached outline that all bargaining units received the 3% COLA on July 1, 2019 and a 2% COLA on July 1, 2020.

#### Fiscal Impact:

This was budgeted and there is no additional fiscal impact to the City

#### Documents Attached:

1. Attachment 1 - MTSSA Side Letter
2. Attachment 2 - MPEA Side Letter
3. Attachment 3 - MPOA Side Letter
4. Attachment 4 - MMA Side Letter
5. Attachment 5 - MCMMA Side Letter

6. Attachment 6 - PSMMA Side Letter