

## COUNCIL AGENDA REPORT

**TO:** Mayor and City Council

**FROM:** Graciela Reynoso, Chief Human Resources Officer

**DATE:** May 5, 2026

**SUBJECT: Adoption of a Resolution Approving the Third Amendment to Memorandum of Understanding between the City of Santa Maria and the Service Employees International Union Local 620**

Description:

The City Council will consider adopting a Resolution approving the Third Amendment to the Memorandum of Understanding with the Service Employees International Union Local 620

Environmental Notice: The activity is not a “Project” as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

---

**RECOMMENDATION:**

1. Adopt a Resolution authorizing and approving the Third Amendment to the Memorandum of Understanding between the City of Santa Maria and the Service Employees International Union Local 620, February 20, 2024, through December 31, 2025; and
2. Authorize the City Manager, or designee, to execute the Memorandum of Understanding.

**BACKGROUND:**

The City and SEIU entered into a Memorandum of Understanding (MOU) covering wages, hours, and terms and conditions of employment for the period of February 20, 2024, through December 31, 2025. Since adoption of the MOU, the City and SEIU have executed two prior amendments.

During recent discussions between City staff and SEIU representatives, both parties identified the need for an additional amendment to address a discrepancy in language that authorizes Uniform Allowance payments to certain city employees in Code Enforcement. As a result of our conversations, the parties have reached agreement on a Third Amendment to the Memorandum of Understanding.

Currently, the MOU authorizes payment of Uniform Allowance to certain classifications in Code Enforcement in Article VIII – “Uniforms and Equipment, Section 8.02 (I):

“The City will furnish the Code Compliance Supervisor and each Code Compliance Officer with an initial issue of uniforms consisting of two uniform shirts, two polo shirts, two trousers, one jacket, one utility belt, and the appropriate body armor, and the City agrees to replace normally worn or uniforms that are damaged while in the line of duty, on an ongoing basis as approved by the department head. The Code Compliance Supervisor and Code Compliance Officers will be required to wear the uniform at all times, and they will be responsible for the upkeep and maintenance of said uniform. The City agrees to provide a pro-rated bi-weekly uniform allowance of \$15.38 to the Code Compliance Supervisor and each Code Compliance Officer on a paid status in acknowledgement of the costs incurred for the maintenance, upkeep, and replacement cost of the uniform. The City will furnish the Code Compliance Technician with an initial issue of uniforms consisting of two uniform shirts, two polo shirts, two trousers, and the City agrees to replace normally worn or uniforms that are damaged while in the line of duty, on an ongoing basis as approved by the department head. Employees shall be responsible for the upkeep and maintenance of said uniform.”

The classifications referenced (Code Compliance Supervisor and Code Compliance Officer) were abolished on July 7, 2020, via Resolution 2020-64. To update the language and remedy this discrepancy, the City, in consultation with SEIU, Local 620 wishes to change the outdated titles to the following:

“The City will furnish the Code Enforcement Supervisor and each Code Enforcement Officers with an initial issue of uniforms consisting of two uniform shirts, two polo shirts, two trousers, one jacket, one utility belt, and the appropriate body armor, and the City agrees to replace normally worn or uniforms that are damaged while in the line of duty, on an ongoing basis as approved by the department head. The Code Enforcement Supervisor and Code Enforcement Officers will be required to wear the uniform at all times, and they will be responsible for the upkeep and maintenance of said uniform. The City agrees to provide a pro-rated bi-weekly uniform allowance of \$15.38 to the Code Enforcement Supervisor and each Code Enforcement Officers on a paid status in acknowledgement of the costs incurred for the maintenance, upkeep, and replacement cost of the uniform. The City will furnish the Code Enforcement Technician with an initial issue of uniforms consisting of two uniform shirts, two polo shirts, two trousers, and the City agrees to replace normally worn or uniforms that are damaged while in the line of duty, on an ongoing basis as approved by the department head. Employees shall be responsible for the upkeep and maintenance of said uniform.”

This change will allow for payment to the individuals who were not eligible due to the change in job titles. The change will be retroactive to February 20, 2024, for active employees in the above listed job classifications.

## **DISCUSSION:**

This Third Amendment to the current SEIU MOU is to amend language to the current SEIU MOU 2024-2025, to clean up the job classifications receiving Uniform allowance in the Code Enforcement section and provide clarity in administration of this provision.

### Alternative(s)

A decision by the City Council not to approve the Third Amendment to the Memorandum of Understanding between the City of Santa Maria and the Service Employees International Union Local 620, February 20, 2024, through December 31, 2025, will result in an inability to enact payment to the above referenced job classifications for Uniform Allowance.

### Fiscal Considerations

The additional fiscal cost of correcting uniform allowance with updated job classifications retroactively to October 2025 is approximately \$1,200, with ongoing an cost of approximately \$1,600 annually.

Impact on the Community

This item is part of our workforce administration of the MOU. Special pay such as Uniform Allowance payments must be authorized by our governing body. Our commitment is to maintaining positive employee-employer relations and retaining a well-staffed, qualified workforce, who in turn will continue to support the City's operational needs.

ATTACHMENT(S)

- A. Resolution
- B. Third Amendment to the 2024-2025 SEIU MOU
- C. Current 2024-2025 SEIU MOU