

RESOLUTION NO. 26- _____

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA
TO COMPLY WITH CalPERS' REQUEST THE CITY WORK WITH
THE SANTA CLARA POLICE OFFICERS ASSOCIATION (UNIT
2) TO MEMORIALIZE THE PARTIES' INTERPRETATION OF
MOU PROVISIONS CONCERNING HOLIDAY PAY**

WHEREAS, the California Public Employees' Retirement System (CalPERS) has requested that the City adopt a resolution which memorializes its interpretation of terms of its Memorandum of Understanding (MOU) between the City and the Santa Clara Police Officers' Association (Unit 2) concerning holiday pay for employees represented by Unit 2 from 2021 to 2025.

WHEREAS, the holiday pay language in the 2021-2025 Unit 2 MOU stated, "The number of hours per year for holiday pay is 104 hours (equivalent to 13 days based on eight (8) hours per day) for all represented employees. Effective the first full pay period after ratification by Association membership and approval by City Council of this MOU, employees shall receive approximately 7.5% as holiday-in-lieu compensation."; and,

WHEREAS, the City's thirteen (13) observed holidays from 2021 through 2025 were: New Year's Day; Martin Luther King, Jr. Day; President's Day; Spring Holiday; Memorial Day; Independence Day; Labor Day; Admission Day; Columbus Day; Veteran's Day; Thanksgiving Day; Friday after Thanksgiving Day; and Christmas Day.

WHEREAS, the City and Unit 2 have interpreted effective the first full pay period after ratification by Unit 2 membership and approval by City Council of this MOU on 6/12/2022, employees who are normally required to work on an approved holiday because they work in positions that required scheduled staffing without regard to holidays received holiday-in-lieu compensation equal to 7.5% of their paid base pay in each pay period for the following holidays from 2021 through 2025: New Year's Day; Martin Luther King, Jr. Day; President's Day; Spring Holiday; Memorial Day; Independence Day; Labor Day; Admission Day; Columbus Day; Veteran's Day; Thanksgiving Day; Friday after Thanksgiving Day; and Christmas Day.

NOW THEREFORE, BE IT RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:

Resolution/Approving the memorialization of the historical calculation
of holiday pay for Unit 2 from 2021-2025

1. The above Recitals are true and correct and shall be incorporated herein by reference.
2. To comply with CalPERS request, the City and Unit 2 agree to reflect the parties' interpretation in the MOU which when updated shall be effective retroactively from 2021 through 2025.
3. Effective date. This resolution shall become effective immediately.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED AND ADOPTED BY THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE ____ DAY OF _____, 20__, BY THE FOLLOWING VOTE:

AYES: COUNCILORS:

NOES: COUNCILORS:

ABSENT: COUNCILORS:

ABSTAINED: COUNCILORS:

ATTEST: _____
NORA PIMENTEL, MMC
ASSISTANT CITY CLERK
CITY OF SANTA CLARA

Attachments incorporated by reference: None