

**CITY and Unit 6 Negotiations  
Comprehensive Tentative Agreement**

1. **Duration** (Preamble)  
4-Year Term (expiring 12/31/28)

2. **Wages** (Section 1)

Across-the-Board

- First Pay Period of Calendar Year 2025 – All salary ranges for employees holding positions in classifications assigned to Unit 6 shall be increased by approximately **5.0%**
- First Pay Period of Calendar Year 2026 – All salary ranges for employees holding positions in classifications assigned to Unit 6 shall be increased by approximately **3.5%**
- First Pay Period of Calendar Year 2027 – All salary ranges for employees holding positions in classifications assigned to Unit 6 shall be increased by approximately **3.5%**
- First Full Pay Period of Calendar Year 2028 – All salary ranges for employees holding positions in classifications assigned to Unit 6 shall be increased by approximately **3.0%**

3. **Lump Sum** (Section 1)

- Effective the first full pay period in January 2025 – one-time Lump Sum payment of \$2,000 to each employee in paid status on the date of payment.
- Effective the first full pay period in January 2027 – one-time Lump Sum payment of \$2,000 to each bargaining unit employee in paid status on the date of payment.

[Note: Employees may individually elect to contribute all or a portion of this payment to their deferred compensation plan using the Nationwide website. Employees who elect this option are responsible for logging on to their Nationwide account and making an election change no later than Friday, before the beginning of the pay period in which the payment will be made.]

4. **Longevity** (New)

- Effective the first full pay period following the later of January 1, 2025 or City Council approval of the MOU, the City will credit each bargaining unit employee with twenty (20) years or more of City service with forty (40) hours of additional paid leave (APL).
- Thereafter, employees will be credited with forty (40) hours of additional paid (APL) leave the first full pay period following their completion of twenty (20) years of City service.
- APL must be used by pay period twenty-five (PP25). Any APL not used by PP25 will be paid out at the employee's base pay rate in pay period 26.

[Note: Employees may individually elect to contribute all or a portion of this payment to their deferred compensation plan using the Nationwide website. Employees who elect this option are responsible for logging on to their Nationwide account and making an election change no later than Friday, before the beginning of the pay period in which the payment will be made.]

**5. Tools (Section 32)**  
See Attached TA.


**6. Certification Pays (New)**  
City will pay employees in designated classifications Certificate pay of \$100 per month for each qualified certification which the employee achieves and maintains up to a maximum of \$200 per month. Qualified Certifications will be classification-specific (i.e., pay for identified certifications will be available only to employees in specific classifications.

List of Qualified Certifications associated with each classification TBD.

For City of Santa Clara

  
\_\_\_\_\_  
Charles Sakai

For AFSCME (Unit 6)

  
\_\_\_\_\_  
Carol McEwan (Dec 17, 2024 17:31 PST)  
Carol McEwan

  
\_\_\_\_\_  
Cliff Myers 12/17/24

**2024 CITY OF SANTA CLARA – AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 101 (UNIT 6) NEGOTIATIONS**

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**CITY and Unit 6 Negotiations – Tool Allowance**  
September 26, 2024

Proposed Language:<sup>1</sup>

32. AUTOMOTIVE TECHNICIAN TOOLS REIMBURSEMENT

Within the Streets and Automotive Services Department, the following classifications are required to provide tools of the trade as a condition and requirement of employment:

- Automotive Technician I (Job Code 248)
- Automotive Technician II (Job Code 249)
- Automotive Technician III (Job Code 250)

The Department determines minimum tool requirements based upon individual job descriptions and the current fleet composition. Criteria used in determining whether a specific tool should be supplied by the organization or be required of the employee includes cost, frequency of use, and securement of the item, and generally follows the accepted standards of the industry. A list of the tools currently used is attached and referenced in Exhibit A.

All tools may be inspected by the Department to assure that they are of sufficient quality and condition, which will provide safe, damage-free usage. Tools that are deemed of poor condition, quality, inappropriate, or an unnecessary risk to the City may be rejected from the respective employee inventory and the City may require the employee to remove said item from the workplace.

Affected employees shall be entitled to reimbursement of up to ~~\$500~~\$750 per fiscal year. Employees are obligated to maintain and submit receipts for reimbursement. Employees are required to submit all receipts for which employees seeking reimbursement for a particular fiscal year no later than June 10th of the applicable fiscal year.

*Carol McEwan* 11/21/24  
*[Signature]* 11/21/24

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<sup>1</sup> *The proposed language is subject to review and approval by the City Attorney's Office*











# 2024-12-13 Santa Clara AFSCME Comp TA\_CM sig

Final Audit Report

2024-12-18

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-  Signer carol.mcewan@ca.afscme57.org entered name at signing as Carol McEwan  
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