

City of East Palo Alto and SEIU – Side Letter Negotiations
Tentative Agreement

ARTICLE 32: Contract Term

The term of the Side Letter shall be from Jan 1, 2024 to June 30, 2024 equivalent to six months.

ARTICLE 9: Wages


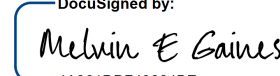


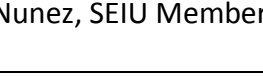
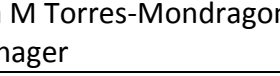
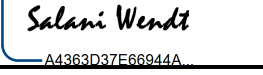

- A. Employees in this unit will receive a salary increase of 2.5% (two and a half percent) effective the first full pay period of January 2024 (anticipated to be effective January 7, 2024).

ARTICLE 20: Benefits

The City shall make a one-time contribution of \$500 in January 2024 toward an HSA for employees that enroll in Kaiser Permanente HSA high deductible plan. Starting February 2024, the City will then make a semi-monthly contribution of \$68.18 toward an HSA for employees that enroll in Kaiser Permanente HSA high deductible plan. Equivalent to approximately \$2,000 annually.

The City and SEIU have reached a Tentative Agreement as stated above on _____.

ACCEPTED BY:

For the Service Employee’s International Union, Local 521’s Union:	For the City of East Palo Alto:
<p>DocuSigned by:  11/7/2023 <small>8964E2FCDD824C9...</small> Guadalupe Rosas, SEIU Internal Organizer</p>	<p>DocuSigned by:  11/15/2023 <small>4A864DB740224DE...</small> Melvin E. Gaines, City Manager</p>
<p>DocuSigned by:  11/7/2023 <small>91E36AFAA9BC400...</small> Janet Nunez, SEIU Member</p>	<p>DocuSigned by:  11/8/2023 <small>14EC557803E547D...</small> Ana M Torres-Mondragon, Human Resources Manager</p>
<p>DocuSigned by:  11/7/2023 <small>A4363D37E66944A...</small> Salani Wendt, SEIU Member</p>	<p>DocuSigned by:  11/8/2023 <small>CC82C5ADD43C4EC...</small> Brenna Rower, Chief Spokesperson Sloan Sakai Yeung & Wong LLP</p>
<p>DocuSigned by:  11/8/2023 <small>B4936723B6BA475...</small> Agripina Villegas, SEIU Member</p>	
<p>DocuSigned by:  11/7/2023 <small>8E5602DC792E4E6...</small> Lenin Melgar, SEIU Member</p>	