

Proposed Letter of Agreement

City of Palo Alto and Utilities Management and Professional Association of Palo Alto

March 14, 2022 – December 31, 2022



CITY OF
**PALO
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City of Palo Alto and Utilities Management and Professional Association of Palo Alto
Proposed Letter of Agreement: March 14, 2022 – December 31, 2022

I. Introduction and MOA Term Extension

Both the City and the Utilities Management and Professional Association of Palo Alto (UMPAPA) have a mutual interest in extending the current Memorandum of Agreement (MOA) as set forth below. All other terms of the existing MOA shall continue in effect through December 31, 2022.

II. Compensation

The Parties agree to amend Article VI (“Compensation”) Section 2 to the current MOA to include the following:

- a) Cost of Living Adjustment (COLA): Effective the pay period including the adoption of this Letter of Agreement by the City Council, a four percent (4%) cost of living increase will be applied to the salary ranges for all represented classes.

III. Duration

The Parties agree to amend Article XV (“Duration”) of the current MOA to extend the duration of the contract, for an expiration of December 31, 2022.

For the Association:

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| DocuSigned by: <i>Tom Auzenne</i> | 6/13/2022 |
| <small>3F7C204BA81149E...</small> | |
| Tom Auzenne, Chief Negotiator | Date |
| DocuSigned by: <i>Jim Bujtor</i> | 6/13/2022 |
| <small>5A1D87C1D7F81C8...</small> | |
| James Bujtor, Chair | Date |
| DocuSigned by: <i>Mike Mintz</i> | 6/13/2022 |
| <small>245A965361BF41E...</small> | |
| Michael Mintz, Vice Chair | Date |
| DocuSigned by: <i>Dave Yuan</i> | 6/13/2022 |
| <small>X49D10F71583A22...</small> | |
| Dave Yuan, Treasurer | Date |
| DocuSigned by: <i>Catherine Elvert</i> | 6/16/2022 |
| <small>44E5627A7E8D4D2...</small> | |
| Catherine Elvert, Secretary | Date |
| DocuSigned by: <i>Alan Davis</i> | 6/22/2022 |
| <small>F499A86891F9442...</small> | |
| Alan Davis Esq. Davis & Reno | Date |

For the City:

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| DocuSigned by: <i>Ed Shikada</i> | 7/6/2022 |
| <small>F2DC18CC8D4F9...</small> | |
| Ed Shikada, City Manager | Date |
| DocuSigned by: <i>Sandra Blanch</i> | 6/22/2022 |
| <small>D18E33A251DA2B...</small> | |
| Sandra Blanch, HR Director | Date |
| DocuSigned by: <i>Terence Howzell</i> | 6/23/2022 |
| <small>8E00BC9E08454FD...</small> | |
| Terence Howzell, Chief Assistant City Attorney | Date |
| DocuSigned by: <i>Dean Batchelor</i> | 6/22/2022 |
| <small>7C0097F94DAF492...</small> | |
| Dean Batchelor, Utilities Director | Date |
| DocuSigned by: <i>Nicholas Raisch</i> | 6/28/2022 |
| <small>81075DC224AF44E...</small> | |
| Nicholas Raisch, ER Manager | Date |
| DocuSigned by: <i>Tori Anthony</i> | 7/6/2022 |
| <small>0494747827C44E...</small> | |
| Tori Anthony, SR HR Administrator | Date |