



**STAFF REPORT
HOLLISTER CITY COUNCIL
MEETING DATE: October 20, 2025
REPORT # City Attorney-2025-14**

AGENDA ITEM: A RESOLUTION APPROVING A MEMORANDUM OF UNDERSTANDING FOR THE SERVICE EMPLOYEES' INTERNATIONAL UNION (SEIU), LOCAL 521

DEPARTMENT: City Attorney

DEPARTMENT HEAD: Mary Lerner, City Attorney

STAFF CONTACT: Rob Lomeli, Assistant City Attorney

RECOMMENDED ACTION: Adopt a resolution approving the Service Employees' International Union, Local 521 Memorandum of Understanding for a term from July 1, 2025, to June 30, 2026, and authorize the Interim City Manager to execute on behalf of the City.

DISCUSSION: The Service Employees International Union – Local 521 (“Union”) represents all regular career, full-time employees in the General Unit, excluding public safety, non-management, non-supervisory, and non-confidential employees in the City.

Compensation and benefits for this group are established through a Memorandum of Understanding (MOU) with the City. The current one-year MOU expired on June 30, 2025. Beginning in February 2025, the City met with the lead negotiators for the Union to discuss compensation and benefits interests. City staff recommends the proposed one-year MOU for the period of July 1, 2025, through June 30, 2026 shown in Attachment 2.

The proposed MOU maintains unit member salaries at their current levels without wage increases for the MOU period. Health insurance benefits have been restructured to establish a fixed dollar contribution amount that provides budget predictability by decoupling the City’s contribution from future insurance premium fluctuations. The MOU also incorporates refined language regarding insurance opt-out provisions to eliminate ambiguity and provide clear guidance for both employees and administration.

These modifications are consistent with the modifications sought from all other employee groups within the City.

FISCAL IMPACT: There is no fiscal impact associated with this item. The proposal does not include any increases to staff compensation, benefits, or staffing levels. All activities will be accomplished within existing budgeted resources and current personnel allocations.

PREVIOUS COUNCIL OR COMMISSION ACTION: N/A

CEQA: N/A

ATTACHMENTS:

1. Resolution for Approval of Service Employees' International Union, Local 521 MOU
2. Exhibit A – Service Employees' International Union, Local 521 Memorandum of Understanding 2025-2026 (Redlined)
3. Exhibit A – Service Employees' International Union, Local 521 Memorandum of Understanding 2025-2026 (Clean)