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San Diego Housing Commission (SDHC)  
Tentative Agreement for Memorandum of Understanding (MOU) with  
Service Employees International Union (SEIU), Local 221  
Housing Authority of the City of San Diego Agenda Item #2  
October 15, 2024

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# SDHC – MOU with SEIU Local 221

## Overview

- February 5, 2024: SDHC received a formal request from SEIU to meet and confer about a successor MOU.
- SDHC management team representatives were identified and designated for negotiations:
  - March 15, 2024: SDHC Board of Commissioners approval
  - March 19, 2024: Housing Authority of the City of San Diego approval
- SDHC management team representatives received direction for negotiations:
  - March 15 and May 10, 2024: SDHC Board of Commissioners
  - April 22, 2024: Housing Authority of the City of San Diego
- April 16, 2024: SDHC received SEIU’s bargaining proposals for a successor MOU.
- 13 bargaining session meetings between SDHC negotiating team and SEIU bargaining team from April 29, 2024, to August 13, 2024.
- June 30, 2024: Existing two-year MOU with SEIU expired.
- August 13, 2024: The parties reached a tentative agreement on a new three-year MOU.
- August 22, 2024: SEIU, Local 221 ratified the tentative agreement.



# SDHC – MOU with SEIU Local 221

## Summary of Proposed Changes

- The Tentative Agreement contains the following essential changes to the MOU:
  - A three-year MOU
  - Article 44: Cost of Living Adjustments (COLA)
    - Fiscal Year 2025: 5%, retroactive to July 1, 2024
    - Fiscal Year 2026: 4%
    - Fiscal Year 2027: 4%
  - Article 25: Increased Health Care Benefits Fiscal Year 2023:
    - 3% per year for coverage for employee only or employee plus one
    - 5% per year for coverage for employee plus family
  - Article 18: Hybrid work schedule
  - One additional floating holiday
- The agreement also provides for revisions to other articles including, but not limited to:
  - Article 21 – Bilingual Pay
  - Article 22 – Uniforms
  - Article 29 – Bereavement Leave
  - Article 30 – Educational Reimbursement.



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## Cost

- Cost per year to implement the increases in health insurance flex credits and COLA:

Cost of COLA & Increase in Flex			
	Fiscal Year 2025	Fiscal Year 2026	Fiscal Year 2027
COLA	\$ 1,928,708	\$ 1,620,114	\$ 1,684,919
Flex	231,125	240,370	249,985
Other taxes and benefits*	404,658	346,579	360,442
Fully Burdened Salary	\$ 2,564,491	\$ 2,207,063	\$ 2,295,346

*\*Medicare, workers compensation, pension, etc.*



# SDHC – MOU with SEIU, Local 221

## Staff Recommendations

### **That the Housing Authority of the City of San Diego take the following actions:**

- 1) Approve the proposed Tentative Agreement (Attachment 1) for a three-year Memorandum of Understanding (MOU) (Attachment 2) between SDHC and SEIU, Local 221 (collectively "Parties"), which SEIU, Local 221 ratified on August 22, 2024.
- 2) Authorize SDHC's President and Chief Executive Officer (President and CEO), or designee, to implement the changes being proposed for represented employees and implement applicable changes for the non-represented employees of SDHC as well, as has been SDHC's past practice.



## SDHC – MOU with SEIU, Local 221 Staff Recommendations (Continued)

- 3) Authorize the President and CEO, or designee, to substitute the funding sources with other available funding sources so long as the total program/project budget amount after substitution does not exceed the approved total budget, should the operational need arise or should such actions be to the benefit of SDHC and its mission.
- 4) Authorize the President and CEO, or designee, to execute all documents and instruments that are necessary and/or appropriate to implement these approvals, in a form approved by General Counsel, and to take such actions as are necessary and/or appropriate to implement these approvals.



## Questions & Comments

