



Staff Report

TO: City Council
FROM: Kari Mendoza, Administrative Services Director
DATE: January 18, 2022
SUBJECT: Request City Council to Approve the Memorandum of Understanding between the City of Beaumont and Managers/Professional/Technical as Individuals.

Background and Analysis:

The current Memorandum of Understanding (MOU) between the City of Beaumont and the Managers/Professional/Technical as Individuals expired December 31, 2021, the individual parties began to meet and confer on terms and condition for a new MOU.

On January 13, 2022, the City and Managers/Professional/Technical as individuals reached a tentative agreement with the major changes in the following areas:

1. Term: January 1, 2022 – June 30, 2026;
2. Salary Market Adjustments: scale adjustments based on compensation study conducted;
3. Cost of Living Adjustment: July 2023 and July 2025 based on two-year CPI;
4. Cost of Living Adjustment: If City general fund revenues exceed budgeted general fund revenues by 10% for any fiscal year, the City will offer a one-time 2.5% base salary lump sum;
5. Salary Step Increases: Merit steps reduced from 5% to 2.5%;
6. Salary Step Increases: One-time 2.5% base salary lump sum payment for those who have reached top step; and
7. Administrative/Personal Leave: 40 hours of leave annually with a maximum of 80 hours.

Fiscal Impact:

Total impact to the remainder of the FY2022 budget is approximately \$166,300. City staff estimates the cost to prepare this report to be \$75.

Recommended Action:

Approve the Memorandum of Understanding between the City of Beaumont and Managers/Professional/Technical as Individuals and authorize the City Manager to execute the agreement.

Attachments:

- A. Memorandum of Understanding