



Staff Report

TO: City Council
FROM: Kari Mendoza, Administrative Services Director
DATE: February 15, 2022
SUBJECT: Request City Council to Approve the Memorandum of Understanding between the City of Beaumont and Police Managers as Individuals

Background and Analysis:

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

On February 10, 2022, the City and the Police Managers 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 FY 21/22 budget is approximately \$53,500. 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 Police Managers as Individuals and authorize the City Manager to execute the agreement.

Attachments:

- A. Memorandum of Understanding