



| <b>STAFF REPORT</b>                                                                                                                                                |                                    |
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| <b>SUBJECT:</b> Consideration of a Memorandum of Understanding between the City of Clearlake and Clearlake Middle Management Association                           | <b>MEETING DATE:</b> June 15, 2023 |
| <b>SUBMITTED BY:</b> Alan D. Flora, City Manager                                                                                                                   |                                    |
| <b>PURPOSE OF REPORT:</b> <input type="checkbox"/> Information only <input checked="" type="checkbox"/> Discussion <input checked="" type="checkbox"/> Action Item |                                    |

**WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:**

The City Council is being asked to approve the MOU and authorize the City Manager to sign.

**BACKGROUND/DISCUSSION:**

The City’s MOU with the Clearlake Middle Management Association expires on June 30, 2023. Over the past several months the City have been in negotiations over a new agreement.

The proposed MOU includes the following key points:

1. Term of one year
2. COLA of 3% for all members
3. Market adjustment of 2.8% for the sergeant classification
4. Addition of the Code Enforcement Supervisor into the MMA
5. Increase in sick leave accrual for employees after 10 years of service
6. Longevity pay for each year of service beyond retirement age for sergeants

**OPTIONS:**

1. Approve the MOU and authorize the City Manager to sign.
2. Other direction

**FISCAL IMPACT:**

None  \$120,000 Budgeted Item?  Yes  No

Budget Adjustment Needed?  Yes  No If yes, amount of appropriation increase: \$

Affected fund(s):  General Fund  Measure P Fund  Measure V Fund  Other:

Comments:

**STRATEGIC PLAN IMPACT:**

Goal #1: Make Clearlake a Visibly Cleaner City

- Goal #2: Make Clearlake a Statistically Safer City
- Goal #3: Improve the Quality of Life in Clearlake with Improved Public Facilities
- Goal #4: Improve the Image of Clearlake
- Goal #5: Ensure Fiscal Sustainability of City
- Goal #6: Update Policies and Procedures to Current Government Standards
- Goal #7: Support Economic Development

**Attachments:** 1) Proposed 2023-2024 MMA MOU - redline