



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Consideration of Adoption of a Memorandum of Understanding (MOU) with the Clearlake Municipal Employees Association (CMEA) for July 1, 2025 through June 30, 2026

MEETING DATE:

SUBMITTED BY: Melissa Swanson, Administrative Services Director/City Clerk

PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to approve the Memorandum of Understanding (MOU) between the City of Clearlake and the Clearlake Municipal Employees Association (MEA) for the period of July 1, 2025 through June 30, 2026 and authorize the City Manager to sign.

BACKGROUND/DISCUSSION:

The Clearlake Municipal Employees Association represents employees in City Hall administration offices and public works. The City negotiations team and the MEA have reached a tentative agreement for an MOU covering the period of July 1, 2025 through June 30, 2026. The current MOU expires June 30, 2025.

This report summarizes the tentative agreement negotiated in good faith with MEA representatives in accordance with the Meyers-Milias-Brown Act regarding salaries, benefits and other terms and conditions of employment. The City negotiation team believes this agreement acknowledges the critical role the City's MEA employees play in Clearlake's success while balancing financial responsibility and sustainability within budget constraints.

Highlights of the tentative agreement are as follows:

- Term: A one-year agreement effective July 1, 2025 through June 30, 2026.
- Cost-of-Living Adjustment (COLA): A 3% COLA effective the first day of the pay period commencing on or after July 1st, 2025.
- Increase from \$300 to \$400 annual boot allowance for public works employees.

A redlined version of the MOU is attached to this staff report.

OPTIONS:

1. Move to approve the MEA MOU and authorize the City Manager to sign.
2. Other direction

FISCAL IMPACT:

☐ None ☐ \$ 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: If approved, the FY 2025-26 Budget reflects the salary increases requested by the bargaining units.

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

SUGGESTED MOTIONS:

Move to approve the Memorandum of Understanding (MOU) between the City of Clearlake and the Clearlake Municipal Employees Association (MEA) for the period of July 1, 2025 through June 30, 2026 and authorize the City Manager to sign.

☒ **Attachments:** 1) Redlined Memorandum of Understanding