



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Consideration of Adoption of a Memorandum of Understanding (MOU) with the Clearlake Police Officers Association (CPOA) for July 1, 2026, through June 30, 2027

MEETING DATE:

July 16, 2026

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 Police Officers Association (CPOA) for the period of July 1, 2026, through June 30, 2027, and authorize the City Manager to sign.

BACKGROUND/DISCUSSION:

The CPOA represents employees in the Police Department. The City negotiations team and the CPOA have reached a tentative agreement for an MOU covering the period of July 1, 2026, through June 30, 2027.

This report summarizes the tentative agreement negotiated in good faith with CPOA 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 CPOA 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, 2026, through June 30, 2027.
- Cost-of-Living Adjustment (COLA): A 3% COLA.
- Removal of the recertification requirement for bilingual pay.

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

OPTIONS:

1. Move to approve the CPOA 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 2026-27 Budget reflects the salary increase indicated in the MOU.

STRATEGIC PLAN IMPACT:

- ☐ Goal #1: Economic Development
- ☐ Goal #2: Public Facilities and Infrastructure
- ☐ Goal #3: Celebrate Clearlake
- ☐ Goal #4: Clean
- ☒ Goal #5: Fiscal Sustainability
- ☐ Goal #6: Safe

SUGGESTED MOTIONS:

Move to approve the Memorandum of Understanding (MOU) between the City of Clearlake and the Clearlake Police Officers Association (CPOA) for the period of July 1, 2026 through June 30, 2027 and authorize the City Manager to sign.

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