



STAFF REPORT	
SUBJECT: Approval of Amendment No. 3 to the Clearlake Municipal Employees Association (CMEA) Memorandum of Understanding (MOU) Deleting the Senior Maintenance Worker Premium Pay	MEETING DATE: August 17, 2023
SUBMITTED BY: Melissa Swanson, Administrative Services Director/City Clerk	
PURPOSE OF REPORT: <input type="checkbox"/> Information only <input 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 authorize the City Manager to sign CMEA MOU Amendment No. 3 to remove the Senior Maintenance Worker premium pay.

BACKGROUND/DISCUSSION:

The CMEA MOU adopted in June 2022 provided a \$25 per pay period premium pay to Senior Maintenance Workers with a Class A license because the job description required only a Class B license. The majority of Senior Maintenance Workers hold a Class A license. On August 17, 2023, your Council approved an updated job description for the Senior Maintenance Worker which requires a Class A license.

Therefore, with this change, the premium pay is no longer necessary. Staff has discussed the elimination of the premium pay with the CMEA representatives and they are in agreement to remove this provision.

OPTIONS:

1. Authorize the City Manager to sign Amendment No. 3 to the CMEA MOU to remove the Senior Maintenance Worker premium pay.
2. Other direction

FISCAL IMPACT:

None Budget savings of approx. \$650 per year per employee 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: Gas Tax

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

SUGGESTED MOTIONS:

Move to authorize the City Manager to execute Amendment No. 3 to the 2022-2025 CMEA MOU.

- Attachments:** 1) 2022-2025 CMEA MOU
2) Proposed Amendment No. 3