



STAFF REPORT	
SUBJECT: Consideration of Adoption of a Memorandum of Understanding (MOU) with the Clearlake Middle Management Association (MMA) for July 1, 2026, through June 30, 2027	MEETING DATE: July 1, 2026
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 approve the Memorandum of Understanding (MOU) between the City of Clearlake and the Clearlake Middle Management Association (MMA) for the period of July 1, 2026, through June 30, 2027, and authorize the City Manager to sign.

BACKGROUND/DISCUSSION:

The MMA represents employees in City Hall, Public Works, and Police Department mid-management positions. The City negotiations team and the MMA 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 MMA 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 MMA 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.
- Covered Positions: Updated list of positions covered within the bargaining unit

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

OPTIONS:

1. Move to approve the MMA 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 Middle Management Association (MMA) for the period of July 1, 2026 through June 30, 2027 and authorize the City Manager to sign.

- Attachments:** 1) Redlined Memorandum of Understanding