



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Consideration of a Memorandum of Understanding between the City of Clearlake and the Clearlake Municipal Employees Association for the period July 1, 2022 to June 30, 2025

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, 2022 through June 30, 2025 and authorize the City Manager to sign.

BACKGROUND/DISCUSSION:

The City negotiation team has been meeting with the MEA towards drafting a new MOU. The current MOU expires June 30, 2022. 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.

A summary of the tentative agreement is as follows:

- Term: A three-year agreement effective July 1, 2022 through June 30, 2025
- Wage Increase: A 4% base salary rate increase effective the first day of the pay period commencing on or after July 1st, 2022. A 3% base salary rate increase effective the first day of the pay period commencing on or after July 1st, 2023. A 3% base salary rate increase effective the first day of the pay period commencing on or after July 1st, 2024.
- Health In Lieu Payment: Current employees receiving the health in-lieu payment will continue to receive the payment for the duration of the agreement. All other employees effective July 1st will receive a \$200 stipend health in-lieu payment.
- Uniform pants voucher for maintenance workers in an amount not to exceed \$250 for five jean/work pants from a local vendor.
- Wellness stipend of \$200 per fiscal year, reimbursement for costs related to wellness and stress management.
- Clarifying language in several areas of the MOU, including standby assignments, grievance procedures, merit increases/status changes, compensation time cash out, and bilingual pay qualifications.

- An agreement to meet and confer during the term to discuss a review and possible restructure of the maintenance worker classifications for market equity and recruitment/retention.

A redlined version of the MOU will be provided to the Council next week.

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 2022-23 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, 2022 through June 30, 2025 and authorize the City Manager to sign.

☒ **Attachments:** 1) Redlined Memorandum of Understanding (to be inserted)