



## City of Needles, California Request for City Council Action

☒ CITY COUNCIL ☐ NPUA

☒ Regular ☐ Special

**Meeting Date:** September 9, 2025

**Title:** Adopt a resolution approving a Memorandum of Understanding between the City of Needles and the Classified and Unclassified Units for a three-year term, effective July 1, 2025 through June 30, 2028.

**Background:** The term of the current Memorandum of Understanding (MOU) between the City and the Classified and Unclassified Units, represented by Teamsters Local 1932, expired on June 30, 2025. The City's negotiating team and the Teamsters negotiation teams have been meeting and conferring in good faith since April of this year. The parties reached a tentative agreement on August 13, 2025, and both Teamster unit memberships ratified the agreement on August 14, 2025.

**Fiscal Impact:** The compensation in the MOU agreements provide for a 3% wage increase on July 1, 2025, a 2.5% increase on July 1, 2026 and, in the final year of the agreements, a 2.5% increase on July 1, 2027. In fiscal year 2026, the cost of the Classified Unit MOU is \$142,450 and the cost for the Unclassified Unit MOU is \$72,141. The total cost of both agreements is \$214,591. Reserves in the various funds are sufficient to cover the cost impacts of both MOU.

**Recommended Action:** That Council:

1. Move to adopt the Memorandum of Understanding between the City of Needles and the Teamsters Local 1932 for the Classified and Unclassified Units under a three-year term, effective July 1, 2025 through June 30, 2028; and,
2. Appropriate \$214,591 from reserves to the various city funds for the cost impact of the Classified and Unclassified Units MOUs.

**Submitted By:** Pam Osteen, Human Resource Analyst

**City Manager Approval:** Patrick J. Martinez

**Date:** 9/4/2025

**Other Department Approval (when required):** \_\_\_\_\_

**Date:** \_\_\_\_\_