



# **Consideration of Proposed Memorandum of Understanding with Management Employees' Organization (MEO)**

City Council Meeting  
June 3, 2025

# Overview

- Pursuant to the MMBA, the City has been meeting and conferring in good faith with MEO since August 2024
- A Tentative Agreement was reached in April 2025
- Resolution 2025-44 with the proposed Memorandum of Understanding (MOU) is being presented to the City Council for consideration



# Proposed Memorandum of Understanding

- 3-year term; January 1, 2025 – December 31, 2027
- 3% base salary adjustments January 1 of each year
- Elimination of the Performance Bonus in exchange for an additional top step to the salary schedule for each classification
- One-time payment of \$1,000



# Proposed Memorandum of Understanding (continued)

- Uniform provided for all police personnel
- Increases to City contribution to employees' health insurance premiums and vehicle allowance for qualifying employees
- Two additional days of Bereavement Leave
- Incorporation of Personnel Rules 19 and 20 into the MOU



# Fiscal Impact

Projected Cost	
One-Time Cost:	\$108,552
Recurring Cost:	\$2,289,853
Projected Total:	\$2,398,405



# Recommended Action

- Adopt Resolution No. 2025-44, approving the successor MOU with MEO, and
- Authorize the City Manager or designee to take all administrative and budgetary actions necessary for implementation of Resolution No. 2025-44



# Alternative Action

- Do not adopt Resolution No. 2025-44 and direct staff to continue the meet and confer process with MEO





# Questions?

