

CITY OF PALM DESERT STAFF REPORT

MEETING DATE: April 11, 2024

PREPARED BY: Andrea Staehle, Human Resources Manager

REQUEST: REQUEST FOR ADOPTION OF MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PALM DESERT AND THE PALM DESERT EMPLOYEE ORGANIZATION EFFECTIVE MARCH 25, 2024, THROUGH JUNE 30, 2026

RECOMMENDATION:

1. Approve the Memorandum of Understanding (MOU) between the City of Palm Desert and the Palm Desert Employee Organization (PDEO) effective March 25, 2024, through June 30, 2026.
2. Authorize the City Manager to take actions to implement the MOU between the City of Palm Desert and PDEO.

BACKGROUND/ANALYSIS:

The City recognizes the Palm Desert Employees Organization as the bargaining unit for general non-exempt and exempt non-supervisory employees. Due to the City acquiring library services, which includes employees working less than 20 hours per week, PDEO and the City met to negotiate and agree upon an MOU regarding compensation and working conditions for these future employees.

The City and PDEO's negotiations team met on March 25, 2024, due to the collaboration from both sides, the MOU was agreed upon that same day.

A summary of the tentative agreements include:

- Term: March 25, 2024, through June 30, 2026.
- COLA: 3.25% (July 1, 2024); 3.0% (July 1, 2025)
- Bilingual Pay: \$25 per pay period (test to confirm)
- Employees required to work July 4 will receive an additional floating holiday to be used the same year.
- Sick Leave: California State Sick Leave laws (40 hours, maximum of 80 hours)

Staff is requesting approval of the MOU, as well as authority for the City Manager to implement the MOU.

Legal Review:

This report has been reviewed by the City Attorney's office.

FINANCIAL IMPACT:

Adjustments were made at midyear to accommodate the anticipated addition of part-time staff at the library. The current year's costs will be absorbed by the General Fund, and future years are anticipated to be offset by an increase in property tax revenues related to library services. The fiscal impact of the agreement for part-time employees at the library is estimated at \$68,000 for FY 2023-24, \$430,000 for 2024-25, and \$445,000 for FY 2025-26, if fully staffed.

ATTACHMENTS:

1. City of Palm Desert and PDEO Memorandum of Understanding effective March 25, 2024, through June 30, 2026