

City of Palm Desert and Palm Desert Employees Organization

Memorandum of Understanding (MOU)

Part-Time Employee Negotiations (Less Than 20 Hours Per Week)

This agreement is between the City of Palm Desert (City) and the Palm Desert Employees Organization (PDEO). This agreement is in effect March 25, 2024 – June 30, 2026.

Compensation – Salary Schedule

The Grade, Step and Wage Rates Schedule for employees covered by this Agreement is set forth in the Allocated Positions and Salary Resolution adopted by the City Council.

Salaries will be increased by the following amounts on the first full pay period following the effective date:

- A. July 1, 2024: The salary schedule will increase by 3.25%.
- B. July 1, 2025: The salary schedule will increase by 3.0%.

Compensation – July 4 Holiday

Employees scheduled to work on the July 4 holiday shall be credited with a floating holiday equivalent to assigned hours, which must be used during the same calendar year.


Compensation – Bilingual Pay


Employees who have the ability to provide bilingual services in Spanish or a City Manager-approved second language may be designated as a bilingual employee required to use their skills as a part of their City employment. This designation must be made by the appropriate department head and approved by the City Manager or designee in writing. Designated employees shall receive a stipend of \$25 per pay period. Eligible employees must successfully complete an initial assessment test to receive such designation. An employee who fails the assessment test may re-take the test every six (6) months. Employees on any form of leave time in excess of (1) month shall be ineligible to receive bilingual pay until the employee returns to duty. Employees receiving bilingual pay may be used by any department to provide bilingual services.

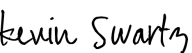
Sick Leave Accrual and Maximums


Part-time employees who are under 20 hours shall receive the required California Paid Sick Leave, currently 40 hours. These employees shall be subject to a maximum sick leave of 80 hours. Such employees who reach the maximum shall cease to receive sick leave until such time as their balance falls below 80 hours, at which time they will begin acquiring hours until they reach the maximum.

PDEO Board


3/26/2024
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 John Urkov
 PDEO Board Member


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 Alex Vasquez
 PDEO Board Member

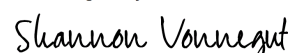
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 Kevin Swartz
 PDEO Board Member


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 Jose Rojas
 PDEO Board Member


CITY


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 L. Todd Hileman
 City Manager

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 Andrea Staehle
 Human Resources Manager

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 Shannon Vonnegut
 Assistant Director of Library Services

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 Shawn Muir
 Community Services Manager

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 Amber Molina
 Human Resources Analyst

4/2/2024
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 Isra Shah
 City Attorney