



Tentative Agreement for A Successor Memorandum of Understanding

Murrieta General Employees' Association (Agenda Item No. 17)
Murrieta Supervisors' Association (Agenda Item No. 18)

Collective Bargaining

- **Murrieta General Employees' Association (MGEA)** - 146 employees, and 47 classifications
- **Murrieta Supervisors' Association (MSA)** - 33 employees, and 26 classifications
- Prior Memorandums of Understanding covered the period July 1, 2022 – June 30, 2024
- Labor Negotiations commenced March 2024
- Tentative Agreement reached and Ratified



Tentative Agreement

Three-Year Term (July 1, 2024 – June 30, 2027)

General Employees' Association

Year 1 (FY 2024/25)

- 4% Base Pay Cost of Living Adjustment
- Additional 1% - Public Safety Dispatcher I and II
- Additional 5% - Building Inspector I
- Effective September 8, 2024

Supervisors' Association

Year 1 (FY 2024/25)

- 4% Base Pay Cost of Living Adjustment
- Additional 1% - Public Safety Dispatch Supervisor
- Effective September 8, 2024

Year 2 (FY 2025/26)

A COLA increase in base pay equivalent to the lesser of 4%, or
The percentage change of the 2024 Annual Consumer Price Index (CPI).

Tentative Agreement

Three-Year Term (July 1, 2024 – June 30, 2027)

General Employees' Association

Supervisors' Association

Year 3 (FY 2026/27)

A COLA increase in base salary equivalent to the lesser of either the percentage change of the 2025 Annual CPI, or the percentage change, year-over-year in Recurring Revenue of the City's primary Operating Funds, but not to be less than two (2%) nor exceed four percent (4%).



Tentative Agreement

Three-Year Term (July 1, 2024 – June 30, 2027)

General Employees' Association

- The New Year's Eve Day holiday will be increased from a half-day to a full-day holiday.
- Increase the monthly health allowance amount from \$1,647.83 to \$1,747.83, effective September 8, 2024, and from \$1,747.83 to \$1,891.28, effective January 1, 2025.
- Increase the City's deferred compensation plan matching amount from \$1,600 to \$2,000 per year.

Supervisors' Association

- Increase the monthly health allowance amount from \$1,747.83 to \$1,891.28, effective January 1, 2025.
- Increase the City's deferred compensation plan matching amount from \$2,200 to \$2,400 per year.



Next Steps

Resolutions

- Approving a Tentative Agreement for a Successor Memorandum of Understanding between the City and MGEA (Fiscal Impact \$5.1M).
- Approving a Tentative Agreement for a Successor Memorandum of Understanding between the City and MSA (Fiscal Impact \$1.8M).

If Tentative Agreement Approved

- Written Memorandum of Understanding Presented to City Council at a later date for consideration and adoption.

