

RESOLUTION NO. 2023-109

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POMONA, CALIFORNIA, AUTHORIZING A SIDE LETTER AGREEMENT TO THE 2021-2023 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF POMONA AND THE POMONA MID-MANAGEMENT/CONFIDENTIAL EMPLOYEES' ASSOCIATION (PMMCEA) IMPLEMENTING A 2.5% SALARY INCREASE

WHEREAS, the City Council has the authority to create, classify and assign salary scales/ranges for all City of Pomona classifications;

WHEREAS, on October 18, 2021, the City Council, adopted Resolution No. 2021-141 adopting the 2021-2023 Memorandum of Understanding (MOU) between the City of Pomona and the Pomona Mid-Management/Confidential Employees' Association (PMMCEA);

WHEREAS, the 2021-2023 MOU, Article V. Section A. Salary, includes provisions of negotiated salary increases; and

WHEREAS, the City Council authorizes the City Manager to negotiate and enter into a Side Letter Agreement with PMMCEA to amend Article V. Section A Salary, to add a two and one-half percent (2.5%) salary increase retroactive to October 9, 2022.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Pomona, California as follows:

SECTION 1. That the City Council hereby authorizes the City Manager to negotiate and enter into a Side Letter Agreement in "Exhibit A" that provides a two and one-half percent (2.5%) general salary increase retroactive to October 9, 2022.

SECTION 2. Approve the amendment to the 2021-23 PMMCEA MOU regarding a two and one-half percent (2.5%) salary increase retroactive to October 9, 2022.

SECTION 3. The City Clerk shall attest and certify to the passage and adoption of this resolution, and it shall become effective immediately upon adoption.

PASSED, APPROVED AND ADOPTED this 5th day of June, 2023.

CITY OF POMONA:

Tim Sandoval
Mayor

APPROVED AS TO FORM:

ATTEST:

Sonia Carvalho
City Attorney

Rosalia A. Butler, MMC
City Clerk

I, HEREBY CERTIFY that the foregoing resolution was duly adopted by the City Council of the City of Pomona at a regular meeting thereof held on June 5, 2023 by the following vote of the Council:

AYES:

NOES:

ABSTAIN:

ABSENT:

Rosalia A. Butler, MMC
City Clerk

EXHIBIT A

**Side Letter Agreement to the
2021-2023 Memorandum of Understanding
between
The City of Pomona and Pomona Mid-Management/Confidential Employees
Association (PMMCEA)**

This Side-Letter of Agreement is entered into by and between the City of Pomona and the Pomona Mid-Management/Confidential Employees Association (PMMCEA) and is effective upon the execution of both parties and adoption by the City Council.

WHEREAS, the City realized a budget surplus in fiscal year 2022-2023; and

WHEREAS, the City extended and the Union accepted a two and one-half percent (2.5%) salary increase. This action by the City Council recognizes the dedication of all current PMMCEA employees as negotiations for a successor Memorandum of Understanding (MOU) begins.

WHEREAS, the City Council approved amending the 2021-23 PMMCEA MOU, Article V. Section A. Salary to add a two and one-half percent (2.5%) salary increase retroactive to October 9, 2022; and

WHEREAS, the City and PMMCEA met and conferred regarding this increase;

Now therefore the parties agree as follows:

1. That the salary schedule for all employee classifications in PMMCEA shall be increased by 2.5% retroactive to October 9, 2022;
2. That nothing in this agreement shall be considered precedent-setting or establish a past practice;
3. All other terms and conditions of the current MOU between the parties shall remain in effect.

APPROVAL AND IMPLEMENTATION

This Amendment shall be effective _____ and shall continue in force and effect unless otherwise specified herein, until September 30, 2023.

Dated: _____

Dated: _____

CITY OF POMONA:

**THE POMONA MID-
MANAGEMENT/CONFIDENTIAL
EMPLOYEES' ASSOCIATION
(PMMCEA):**

By: _____
James Makshanoff
City Manager

By: _____

René Anderson
Human Resources/Risk Management Director

**APPROVED, RATIFIED AND ORDERED IMPLEMENTED BY THE CITY COUNCIL
OF THE CITY OF POMONA ON THIS _____ DAY OF _____, 2023.**

ATTEST:

Rosalia A. Butler, MMC
City Clerk