

RESOLUTION NO. 23-_____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MENIFEE, CALIFORNIA,
APPROVING A TENTATIVE AGREEMENT BETWEEN THE MENIFEE CITY
EMPLOYEES' ASSOCIATION, MID-MANAGEMENT UNIT EFFECTIVE JANUARY 1,
2024**

WHEREAS, the City of Menifee ("**City**") has formally recognized the Menifee City Employees' Association ("**MCEA**") Mid-Management Unit as the exclusive employee organization for the mid-management employees bargaining unit; and

WHEREAS, on August 17, 2022, the City Council adopted Resolution No. 22-1196, approving a Memorandum of Understanding ("**MOU**") between the City and MCEA for the period July 1, 2022 through June 30, 2024; and

WHEREAS, Article 15, Section 1 (Reopener) of the MOU allows a limited reopener to discuss the results of the proposals solicited by the City for health benefits administration; and

WHEREAS, Article 9, Section 12 (Health Insurance) of the MOU provides a monthly allocation which may be applied toward the cost of any benefit made available by the City; and

WHEREAS, the City and MCEA have met and conferred in good faith to reach a Tentative Agreement to modify Article 9, Section 12 (Health Insurance) to increase the monthly allocation only for the Employee + Family coverage level to \$1,950.00 effective January 1, 2024, attached hereto, pursuant to the Meyers-Milias-Brown Act ("**MMBA**") (Gov't Code Sections 3500-3511); such Tentative Agreement is attached to this Resolution as "Exhibit A" and incorporated herein by this reference; and

WHEREAS, MMBA Section 3505.1 provides that:

"If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding" toward the cost of any benefit made available by the City; and

WHEREAS, all other terms and conditions of the MOU shall remain in full force and effect.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Menifee, California does hereby DETERMINE and ORDER as follows:

Section 1. That the City Council approves the Tentative Agreement between the City and the Menifee City Employees' Association Mid-Management Unit effective January 1, 2024, a full copy of which is attached hereto as "Exhibit A" and by this reference made a part hereof.

Section 2. That the City Council authorize the Finance Department to make the necessary budget adjustments, appropriations, and transfers.

PASSED, APPROVED AND ADOPTED this 1st day of November, 2023

Bill Zimmerman, Mayor

Attest:

Sarah Manwaring, City Clerk

Approved as to form:

Jeffrey T. Melching, City Attorney