



Report to City Council

TO: Mayor and City Council

FROM: Brian Mohan, City Manager

AGENDA DATE: April 15, 2025

TITLE: APPROVAL OF SUCCESSOR MEMORANDA OF UNDERSTANDING BETWEEN THE CITY OF MORENO VALLEY AND IBEW 47, THE MORENO VALLEY MANAGEMENT ASSOCIATION, AND THE MORENO VALLEY CONFIDENTIAL MANAGEMENT EMPLOYEES (REPORT OF: CITY MANAGER)

TITLE SUMMARY: Approval of Successor Memoranda of Understanding between the City of Moreno Valley and IBEW 47, the Moreno Valley Management Association, and the Moreno Valley Confidential Management Employees

Recommendation(s)

That the City Council:

1. Approve the successor Memoranda of Understanding between the City of Moreno Valley and IBEW 47 (Attachment 1), the Moreno Valley Management Association (Attachment 2), and the Moreno Valley Confidential Management Employees (Attachment 3), effective July 1, 2025 through June 30, 2027; and
2. Authorize the City Manager, Assistant City Manager, Human Resources Director, and City Attorney to make minor modifications to the successor Memoranda of Understanding to ensure the attached draft versions are reviewed and approved by the Union/Associations.
3. Extend the provisions of these agreement to unrepresented career employees; and
4. Authorize the City Manager, Assistant City Manager and City Attorney to finalize the draft Personnel Rules and Regulations (Attachment 4) as modified to reflect changes in

the successor MOUs and minor changes as requested by and in concurrence with the Union/Association; and

5. Approve updates to the Salary Schedule to incorporate revisions as specified in the attached Memoranda of Understanding.

SUMMARY

Negotiations for successor Memoranda of Understanding resulted in new tentative agreements with each employee bargaining unit. This report recommends the approval of successor Memoranda between the City of Moreno Valley and the following Union/Associations: IBEW 47, the Moreno Valley Management Association (MVMA), and the Moreno Valley Confidential Management Employees (MVCME). Consistent with actions taken in prior years, it is recommended that the provisions of the agreements be extended to unrepresented career employees. Staff also recommend authorizing the City Manager, Assistant City Manager and City Attorney to finalize the amended City Personnel Rules and Regulations to reflect these changes including minor revisions as requested by and in concurrence with the Associations and approve updates to the Salary Schedule to incorporate the revisions as specified in the Memoranda of Understanding.

DISCUSSION

The collective bargaining agreements between the City and each of its three bargaining groups will expire on June 30, 2025. The City's negotiations team met with representatives of IBEW 47 and MVMA in order to negotiate new agreements. The MVCME bargaining unit has a long-standing parity agreement with the other Associations. The MVCME leadership and the City will continue to recognize the parity agreement.

The primary objectives of the negotiations were to recognize increases to the cost-of-living index to remain competitive in attracting and retaining exceptional talent, provide consideration for prior employee concessions, while retaining a high caliber workforce to achieve Momentum MoVal strategic priorities.

Over the past several months, representatives of IBEW 47, MVMA and the City have negotiated in good faith on terms of the successor Memoranda. The City and each of its bargaining groups have reached tentative agreements for successor Memoranda. The provisions of the proposed amendments are detailed in the attachments.

ALTERNATIVES

1. Approve the successor Memoranda between the City of Moreno Valley and IBEW 47, and MVMA for the period of July 1, 2025 through June 30, 2027. Extend the provisions of the Associations agreements to employees represented by MVCME and to unrepresented career employees. Authorize updates to the Personnel Rules and Regulations and Approve Salary Schedule to incorporate revisions as specified in the Memoranda of Understanding. ***Staff recommends this***

alternative.

2. Provide alternate direction to staff.

FISCAL IMPACT

The cost to implement the terms and conditions of the updated Memoranda of Understanding over the two fiscal years will be included and fully funded in the Proposed Budget (FY 2025-26 and FY 2026-27), which is expected to go to Council in May 2025.

NOTIFICATION

Publication of the Agenda.

PREPARATION OF STAFF REPORT

Prepared By:
Brian Mohan
City Manager

Concurrence By:
Launa Jimenez
Assistant City Manager

Concurrence By:
Dena Heald
Chief Financial Officer/Treasurer

Department Head Approval:
Brian Mohan
City Manager

Concurrence By:
Robert Cardenas
Human Resources Director

Concurrence By:
Natalia Lopez
Financial Resources Division Manager

CITY COUNCIL GOALS

Advocacy: Develop cooperative intergovernmental relationships and be a forceful advocate of City policies, objectives, and goals to appropriate external governments, agencies and corporations.

Positive Environment: Create a positive environment for the development of Moreno Valley's future.

Public Facilities and Capital Projects: Ensure that needed public facilities, roadway improvements, and other infrastructure improvements are constructed and maintained.

Public Safety: Provide a safe and secure environment for people and property in the community, control the number and severity of fire and hazardous material incidents, and provide protection for citizens who live, work and visit the City of Moreno Valley.

CITY COUNCIL STRATEGIC PRIORITIES

1. **Economic Development**
2. **Public Safety**
3. **Library**
4. **Infrastructure**
5. **Beautification, Community Engagement, and Quality of Life**

6. Youth Programs

Report Approval Details

Document Title:	STAFFREPORT_CM_SUCESSORMEMORANDA.docx
Attachments:	<ul style="list-style-type: none">- 1. IBEW47 MOU 2025-2027_DRAFT.docx- 2. MVMA MOU 2025-27_DRAFT.docx- 3. MVCME MOU 2025-2027_DRAFT.docx- 4. Personnel Rules And Regs Revised Draft as of 04.09.2025.docx- 5. Career Salary Schedule_MOU FY 2025.26.pdf- 6. Career Salary Schedule_MOU FY 2026.27.pdf
Final Approval Date:	Apr 10, 2025

This report and all of its attachments were approved and signed as outlined below:

Patty Rodriguez

Natalia Lopez

Dena Heald

Launa Jimenez

Patty Rodriguez