



**CITY OF WILDOMAR  
CITY COUNCIL REGULAR MEETING  
GENERAL BUSINESS  
Agenda Staff Report # 3.2  
Meeting Date: August 12, 2026**

**SUBJECT:**

Approval of the City's First Memorandums of Understanding with Teamsters Local 986 for the General Employees, Supervisors, and Managers Bargaining Units Effective August 13, 2026, Updated Personnel Rules and Regulations, and Revised City Pay Plan

**SUBMITTED BY:**

Emily Wolf, Human Resources and Risk Manager

**ACTION:**

Adopt the following Resolutions entitled:

RESOLUTION NO. 2026 - \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WILDOMAR APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF WILDOMAR AND TEAMSTERS LOCAL 986 FOR THE GENERAL EMPLOYEES BARGAINING UNIT FOR THE PERIOD OF AUGUST 13, 2026, THROUGH JUNE 30, 2027

RESOLUTION NO. 2026 - \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WILDOMAR APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF WILDOMAR AND TEAMSTERS LOCAL 986 FOR THE SUPERVISORS BARGAINING UNIT FOR THE PERIOD OF AUGUST 13, 2026, THROUGH JUNE 30, 2027

RESOLUTION NO. 2026 - \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WILDOMAR APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF WILDOMAR AND TEAMSTERS LOCAL 986 FOR THE MANAGERS BARGAINING UNIT FOR THE PERIOD OF AUGUST 13, 2026, THROUGH JUNE 30, 2027

RESOLUTION NO. 2026 - \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WILDOMAR ADOPTING UPDATED PERSONNEL RULES AND REGULATIONS

RESOLUTION NO. 2026 - \_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WILDOMAR ADOPTING A REVISED CITY PAY PLAN

**SUMMARY:**

The City of Wildomar has reached its first collective bargaining agreements with Teamsters

Local 986 following the meet and confer process regarding wages, hours, benefits, and other terms and conditions of employment for represented City employees. Three separate Memorandums of Understanding (“MOU”) are being presented for approval for the General Employees, Supervisors, and Managers bargaining units. The agreements establish the negotiated terms and conditions of employment for represented employees beginning August 13, 2026, and continuing through June 30, 2027.

In conjunction with approval of the three MOUs, staff is recommending adoption of updated Personnel Rules and Regulations (“Personnel Rules”). The Personnel Rules have been revised to reflect the transition to a represented workforce, incorporate changes resulting from the meet and confer process where appropriate, and clarify the relationship between the Personnel Rules and applicable MOUs.

Staff is also recommending approval of a revised City Pay Plan. The City’s Pay Plan establishes the salary ranges applicable to City classifications and is being updated to reflect the compensation provisions contained in the MOUs, including the three percent (3%) Cost of Living Adjustment applicable to represented classifications effective July 1, 2026. The City’s Pay Plan continues to include both represented and unrepresented classifications and provides a comprehensive salary schedule for City positions. The Personnel Rules provide that the classification and compensation plan contains the general salary schedule and is adopted and amended by resolution of the City Council.

At the time of publication of this agenda, the City and Teamsters Local 986 are finalizing several minor, non-substantive provisions of the proposed Memorandums of Understanding and corresponding updates to the Personnel Rules and Regulations. Accordingly, the final MOUs, Personnel Rules, and revised City Pay Plan are not included with the published agenda packet. The finalized documents will be provided to the City Council and made available to the public prior to consideration of this item at the August 12, 2026, City Council meeting.

#### **BACKGROUND:**

Historically, wages, benefits, leaves, working conditions, and other personnel matters for City employees have primarily been established through the City’s Personnel Rules and Regulations, City’s Pay Plan, City Council resolutions, and related administrative policies.

On December 5, 2025, the City formally recognized three Teamsters bargaining units representing General Employees, Supervisors, and Managers. The three bargaining units represent distinct groups within the City workforce and resulted in the City entering the collective bargaining process for the first time.

Following recognition of the bargaining units, representatives of the City and Teamsters Local 986 participated in the meet and confer process concerning wages, hours, fringe benefits, and other terms and conditions of employment. The proposed MOUs reflect the agreements reached through that process and represent the terms recommended by representatives of the City and Teamsters Local 986 for approval by the City Council and ratification by the Union.

The agreements represent the first MOUs between the City of Wildomar and a recognized employee organization. Due to the organizational structure of the represented workforce, three separate agreements are being presented, one each for the General Employees, Supervisors, and Managers bargaining units. Although the terms of the agreements are identical, separate MOUs are required for each independently recognized bargaining unit.

The MOUs also establish the relationship between the negotiated agreements and the City's Personnel Rules. The Personnel Rules remain applicable unless an applicable MOU provides otherwise. In the event of a conflict between the terms of an MOU and the Personnel Rules or another City policy, the terms of the applicable MOU control, unless otherwise stated.

The City also maintains a City Pay Plan establishing salary grades and ranges for City classifications. Because the MOUs establish compensation for represented classifications, including a three percent (3%) Cost of Living Adjustment effective July 1, 2026, approval of a revised City Pay Plan is necessary to accurately reflect the salary ranges applicable to represented employees. The City's Personnel Rules provide that the classification and compensation plan includes the general salary schedule and is adopted and may be amended by resolution of the City Council.

#### **DISCUSSION:**

The proposed MOUs establish a comprehensive labor relations framework between the City and Teamsters Local 986 for employees within the General Employees, Supervisors, and Managers bargaining units. The agreements address matters including management rights, employee representation, labor management communications, work schedules, compensation, leaves, health benefits, discipline, grievance procedures, and other terms and conditions of employment.

Many of the compensation and employee benefit provisions incorporated into the MOUs are generally consistent with benefits and practices that were already provided through the City's Personnel Rules, previously approved benefit structures, or other City policies. Approval of the MOUs therefore largely formalizes existing provisions as negotiated terms and conditions of employment for represented employees.

The agreements continue existing provisions related to bilingual premium pay, acting assignments, holiday compensation, leave benefits, uniforms, safety footwear, standby compensation, and overtime. The primary operational changes include permitting up to two employees to be assigned to standby duty and increasing the reimbursement for an additional replacement pair of qualifying safety footwear to a maximum of \$250 when an employee's safety footwear is destroyed due to unforeseen or accidental circumstances while working. The addition of a second standby employee is intended to provide additional support and improve employee safety when responding to after-hours incidents. The MOU provides for up to two employees to be assigned to standby duty. The safety footwear provision establishes the increased reimbursement for qualifying replacement footwear.

Health benefits for represented full-time employees are also incorporated into the MOUs. These benefits remain unchanged from the health benefit structure previously approved by the City Council in September 2025.

The agreements continue the City's Section 125 Cafeteria Plan and existing Health Benefit Allotment based on medical, dental, and vision premium costs, including the current

contribution levels for employee only, employee plus one, and employee plus family coverage. The MOUs also continue the existing provisions related to available surplus benefit funding and cash in lieu for eligible employees who waive the City health benefit allotment and provide proof of alternative medical coverage.

The MOUs also establish negotiated procedures regarding disciplinary actions and grievances for represented employees. Certain significant disciplinary actions are subject to the procedures contained in the applicable MOU, while specified lesser actions and employees with fewer than twelve months of employment remain subject to the Personnel Rules. The agreements continue to recognize the at-will status of represented employees and provide that the City Manager remains the final level of review under the disciplinary process. The grievance procedure provides a separate process to address disputes involving the interpretation, application, or alleged violation of the Personnel Rules or applicable MOU when the matter does not involve disciplinary action. The MOUs also include a limited reopener applicable only to the disciplinary procedures, allowing the City and Teamsters Local 986 to reopen the meet and confer process during the term of the agreements to further address those procedures.

The agreements provide a three percent (3%) Cost of Living Adjustment for employees covered by the MOUs effective July 1, 2026. The salary ranges for covered classifications are increased accordingly. Although the MOUs become effective August 13, 2026, the Cost of Living Adjustment is specifically identified for retroactive application to July 1, 2026.

The revised City Pay Plan presented with this item incorporates the applicable salary ranges for represented classifications and ensures that the City's official compensation schedule is consistent with the compensation provisions contained in the MOUs. The City's Pay Plan also continues to identify salary ranges for unrepresented City classifications.

Approval of the revised City Pay Plan does not independently establish new compensation beyond amounts previously approved or provided for through the City's existing compensation structure and the proposed MOUs. Rather, the revised City Pay Plan formally reflects the salary ranges applicable to City classifications following implementation of the negotiated agreements. The Personnel Rules provide that the City's classification and compensation plan includes the general salary schedule and that the plan is adopted and may be amended by resolution of the City Council.

The updated Personnel Rules are also being presented to ensure consistency with the City's new labor relations structure. The revisions clarify the applicability of the Rules to represented and unrepresented employees and establish that an applicable MOU governs where its provisions differ from the Personnel Rules, unless otherwise stated. The updated Rules also address provisions that overlap with negotiated subjects, including compensation, acting assignments, work schedules, overtime, leaves, benefits, discipline, and grievance procedures.

Together, the three MOUs, updated Personnel Rules, and revised City Pay Plan establish an integrated personnel structure for the City. The applicable MOU will govern negotiated terms and conditions of employment for represented employees, the Personnel Rules will continue to establish the broader Citywide personnel framework, and the City's Pay Plan will establish the approved salary ranges for represented and unrepresented City classifications.

**FISCAL IMPACT:**

The majority of the compensation and benefit provisions included in the proposed MOUs were previously in place and have already been accounted for in the City's adopted budget. This includes the compensation reflected in the revised City Pay Plan. Accordingly, adoption of the MOUs, updated Personnel Rules, and revised City Pay Plan does not create a new fiscal impact for those existing provisions.

The only additional potential costs associated with the MOUs are the addition of a second employee eligible to be assigned to standby duty and the increase in the maximum reimbursement for an additional replacement pair of qualifying safety footwear to \$250 when an employee's footwear is destroyed due to unforeseen or accidental circumstances while working.

The additional cost associated with assigning a second standby employee can be absorbed within currently budgeted amounts. The additional safety footwear reimbursement has not been utilized to date and would only result in a cost if a qualifying circumstance occurs and reimbursement is authorized.

No additional budget appropriation is required at this time.

**ATTACHMENTS:**

[Resolution General Employees MOU](#)  
[Resolution Supervisory MOU](#)  
[Resolution Managers MOU](#)  
[Resolution Personnel Rules](#)  
[Resolution Pay Plan](#)