LIVERMORE
CALIFORNIA

CITY COUNCIL STAFF REPORT   **ITEM NO. 6.14**

DATE: October 13, 2025

TO: Honorable Mayor and City Council

FROM: Tina Olson, Administrative Services Director

SUBJECT: Resolution approving the Memorandum of Understanding between the City of Livermore and the Association of Livermore Employees.

RECOMMENDED ACTION

Staff recommends that the City Council adopt a resolution authorizing the execution of the Memorandum of Understanding (MOU) between the City of Livermore and the Association of Livermore Employees for the period of October 1, 2025, through September 30, 2029.

DECISION TYPE

Administrative

SUMMARY

The Association of Livermore Employees (ALE) Memorandum of Understanding expired on September 30, 2025. ALE currently represents approximately 230 full-time equivalent positions and is the exclusive bargaining unit for the City's miscellaneous employees. On June 16, 2025, negotiations with ALE on a successor agreement commenced. The City and ALE met eleven (11) times on the terms to be contained in the successor MOU.

As a result of the meetings between the City and ALE, the parties reached a tentative agreement, subject to City Council approval, on terms and conditions of employment as set forth in Attachment 1 - Redlined Memorandum of Understanding.

DISCUSSION

The following is a summary of the proposed substantive changes to the previous ALE MOU which expired on September 30, 2025.

Term	October 1, 2025 - September 30, 2029 (4 years)
General Wage Adjustment	General wage adjustments will be provided to all employees holding classifications assigned to ALE as follows: Effective October 6, 2025 - 5% Effective October 5, 2026 - 3% Effective October 4, 2027 - 3% Effective October 2, 2028 - 3%
Recognition of Increased Medical Costs	In recognition of increases in medical costs, the MOU includes the following increases to base salary: Effective October 6, 2025 - 1% Effective October 5, 2026 - 1%
Health Care Benefits	Effective December 1, 2025, the City will pay up to $100 per month towards the premiums for the dental and vision plans selected by employees who are enrolled in a City medical plan.
Support Dog Handler Pay	Increase Support Dog Handler Pay to $400 per month.
Bilingual Pay	Increase Conversational Bilingual Pay to $60 per pay period. Increase Conversational and Written Bilingual Pay to $75 per pay period.
Safety Shoes	Eligible employees may be reimbursed up to $225 per calendar year for the purchase of safety shoes.

FISCAL AND ADMINISTRATIVE IMPACTS

The increase in the City's cost to salaries and benefits for the Association of Livermore Employees for the first year of the contract is $1,854,123. By the fourth year of the MOU the salary and benefit modifications will be $5,022,777 greater than the FY 2024-25 budget for ALE employees. Council's approval of the MOU includes the appropriation of the following funds to cover the increase costs of the MOU:

Fund #	Fund	FY 2025-26 ALE Allocation	FY 2026-27 ALE Allocation
100	General Fund	$1,115,210	$1,837,514
200	Low Income Housing Fund	7,565	12,465
210	Horizons	32,321	53,255
283	City Street Sweeping Fee	6,767	11,150
310	Downtown LMD	8,665	14,277
311	Other LMD	33,330	54,917
550	County Measure D	8,298	13,673
600	Airport	44,650	73,569
610	Stormwater	29,126	48,925
620	Wastewater	323,660	550,591
640	Water	113,887	200,623
700	General Liability	6,643	10,945
710	Workers Comp Insurance	6,643	10,945
720	Information Technology	39,272	64,708

730	Fleet & Equipment Services	49,464	81,502
740	Facilities Rehab Program	28,623	47,161
	Total	**$1,854,124**	**$3,086,220**

COMMUNITY PILLAR:

5. A City That Works

GOAL:

8. Attract, develop, engage, and retain a diverse and highly skilled workforce across the organization.

ATTACHMENTS

1. Redlined Memorandum of Understanding
2. Resolution
3. Exhibit A - ALE MOU 2025-2029

Prepared by: Eddie Jimenez
                    Human Resource Analyst I

Approved by: Fiscal Review by:

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Marianna A. Burch   Tina Olson
City Manager   Administrative Services Director