

**CITY OF HERMOSA BEACH
RESOLUTION NO. 23-7364**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH,
CALIFORNIA, APPROVING CHANGES TO THE 2022-2025 MEMORANDUM OF
UNDERSTANDING WITH THE GENERAL AND SUPERVISORY EMPLOYEES'
BARGAINING UNIT, CALIFORNIA TEAMSTERS LOCAL 911.**

WHEREAS, employees of the City of Hermosa Beach, California represented by the General and Supervisory Employees' Bargaining Unit California Teamsters Local 911, have elected to meet and confer with the City of Hermosa Beach on matters concerning wages, hours, and working conditions; and,

WHEREAS, the above bargaining unit has selected certain individuals to represent them; and,

WHEREAS, Employee and City of Hermosa Beach Chief Labor Negotiator have jointly negotiated changes to the Memorandum of Understanding which has been approved by members of the General and Supervisory Employees' Bargaining Unit California Teamsters Local 911; and,

WHEREAS, the Employee and City of Hermosa Beach Chief Labor Negotiator have mutually agreed to recommend that the City Council adopt these changes to the current Memorandum of Understanding.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH,
CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:**

SECTION 1. The City Council of the City of Hermosa Beach resolves to approve specific modifications to Article 47, Section B.1., Community Service Officers and Supervisors to move Chavez Day and Juneteenth from Section B.1.a to B.1.b.

SECTION 2. This resolution takes effect immediately and that the City Clerk shall certify to the passage and adoption of this resolution; shall cause the same to be entered among the original resolutions of said City; and shall make a minute of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which time same is passed and adopted.

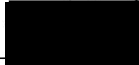
PASSED, APPROVED and ADOPTED on this 25th day of April, 2023.



Mayor Raymond A. Jackson

PRESIDENT of the City Council and **MAYOR** of the City of Hermosa Beach, CA

ATTEST:



Myra Maravilla, MPA, CMC,
City Clerk

APPROVED AS TO FORM:



Patrick Donegan,
City Attorney

State of California)
County of Los Angeles) ss
City of Hermosa Beach)

May 1, 2023

Certification of Council Action

RESOLUTION NO. 23-7364

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, APPROVING CHANGES TO THE 2022-2025 MEMORANDUM OF UNDERSTANDING WITH THE GENERAL AND SUPERVISORY EMPLOYEES' BARGAINING UNIT, CALIFORNIA TEAMSTERS LOCAL 911.

I, Myra Maravilla, City Clerk of the City of Hermosa Beach do hereby certify that the above and foregoing **Resolution No. 23-7364** was duly approved and adopted by the City Council of said City at its regular meeting thereof held on the **25th day of April 2023** and passed by the following vote:

AYES: MAYOR JACKSON, MAYOR PRO TEMPORE MASSEY, COUNCILMEMBERS FRANCOIS, SAEMANN, and DETOY

NOES: NONE

ABSTAIN: NONE

ABSENT: NONE



Myra Maravilla, MPA, CMC
City Clerk

**SIDE LETTER AGREEMENT BETWEEN
THE CITY OF HERMOSA BEACH
AND
CALIFORNIA TEAMSTERS PUBLIC, PROFESSIONAL
AND MEDICAL EMPLOYEES' UNION, LOCAL 911**

(Correction to Article 47 - Holidays)

Whereas, the City of Hermosa ("City") and the California Teamsters Public, Professional and Medical Employees' Union, Local 911 ("Union") are parties to a Memorandum of Understanding dated July 1, 2022 – June 30, 2025 ("MOU");

Whereas, following the adoption of the executed MOU, the parties discovered a drafting error regarding the addition of Juneteenth and Cesar Chavez Day to the benefit terms in MOU Article 47 (Holidays).

Whereas the parties wish to confirm their mutual acknowledgement of the error and affirm their mutual understanding of the benefit term as it had been intended and agreed upon by the parties;

Now, therefore, having met and conferred in good faith, the City and Union agree that Article 47.A.B.1 shall be modified and shall be read in its entirety as follows:

"1. Community Service Officers & Supervisors

a. All employees covered by this Agreement working as a Community Services Officer and/or Community Service Supervisor shall receive the following holidays off with pay:

Thanksgiving; Christmas Day; New Years' Day.

b. All employees covered by this Agreement working as a Community Services Officer and/or Community Services Supervisor are eligible to receive Holiday pay for the following Holidays:

Martin Luther King, Jr.'s Birthday; President's Day; **Cesar Chavez Day**; Memorial Day; **Juneteenth**; Independence Day; Labor Day; Veterans' Day.

If an employee is not scheduled to work on a designated Holiday, they shall be compensated 10 hours or 12 hours (depending on their regular work schedule) of Holiday Comp Time (HCE) or Holiday Pay. If an employee works on a Holiday that falls on their regular day off, the City shall compensate the employee at a rate of time and one-half for overtime worked, in addition to the previously mentioned 10 hours or 12 hours Holiday Comp Time or Pay. If an employee works on a holiday that falls on their regular workday, the employee shall receive 15 hours (10 hours Holiday times 1.5) or 18 hours (12 hours Holiday times 1.5) Holiday Comp Time or Pay in addition to their regular rate of pay for that day. The effect is to pay two and one-half times the employee's regular rate of pay. The employee may choose to receive either Holiday Compensation Time or pay for those hours earned."


All other Articles, provisions, Sections, and Exhibits of the MOU not modified herein shall remain in full force and effect.


The parties hereto have caused their duly-authorized representatives to execute this Side Letter Agreement effective March 24, 2023.

IN WITNESS WHEREOF, the parties hereto cause this Side Letter Agreement to be effective this 27th day of March 2023.

CALIFORNIA TEAMSTERS PUBLIC
PROFESSIONAL & MEDICAL EMPLOYEES
UNION, LOCAL 911


CITY OF HERMOSA BEACH


Carlos Rubio (Mar 28, 2023 18:32 PDT)



Daphne Anneet (Mar 30, 2023 15:59 PDT)


Carlos Rubio, Teamsters Local 911
Chief Negotiator

Daphne M. Anneet
Chief Negotiator



Robert Ramos (Mar 29, 2023 15:26 PDT)

Robert Ramos, Union Steward



Viki Copeland, Finance Director



Christopher Aviles (Apr 3, 2023 15:09 PDT)

Chris Aviles, Union Steward


Vanessa Godinez (Apr 3, 2023 09:25 PDT)

Vanessa Godinez, Human
Resources Manager


Bradley Cocking, Union Steward


Angela Crespi (Apr 3, 2023 09:40 PDT)
Angela Crespi, Deputy City Manager