

**CITY OF HERMOSA BEACH**  
**RESOLUTION NO. RES-24-7455**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH,  
CALIFORNIA, ADOPTING A SIDE LETTER TO THE MEMORANDUM OF  
UNDERSTANDING WITH THE MANAGEMENT EMPLOYEE GROUP.**

**WHEREAS**, employees of the City of Hermosa Beach, California represented by the Management Employee Group, have elected to meet and confer with the City of Hermosa Beach on matters concerning wages, hours, and working conditions; and,

**WHEREAS**, the Employee Association and City of Hermosa Beach Chief Labor Negotiator have jointly negotiated changes to the Memorandum of Understanding; and,

**WHEREAS**, the Employee Association and City of Hermosa Beach Chief Labor Negotiator have mutually agreed to recommend that the City Council adopt these changes to the 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 has a Memorandum of Understanding for the period July 1, 2022, through and including June 30, 2025.

**SECTION 2.** The City of Hermosa and the Management Employees Group desire to enter into a Side Letter to amend the Memorandum of Understanding for the period July 1, 2022, through and including June 30, 2025, as shown on Exhibit A.

**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 10<sup>th</sup> day of September, 2024.


  
\_\_\_\_\_  
Mayor Dean Francois

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

**ATTEST:**

  
\_\_\_\_\_  
Myra Maravilla,  
City Clerk

**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
Patrick Donegan,  
City Attorney

## **EXHIBIT A**

### **SIDE LETTER AGREEMENT BETWEEN THE CITY OF HERMOSA BEACH AND MANAGEMENT EMPLOYEE GROUP**

Whereas, the City of Hermosa ("City") and the Management Employee Group ("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 City reorganized, necessitating changes to classifications represented by the Management Employee Group.

Whereas, the parties met and conferred on the proposed changes and the Management Employee Group agreed to the changes on July 24, 2024.

**Now, therefore, having met and conferred in good faith, the City and Union agree to the following changes:**

1. Remove the Human Resources Manager from the Management Employee Group Bargaining Unit and assign the classification to the unrepresented group.
2. Retitle the Community Resources Manager to Community Resources Director.
3. Retitle the Finance Director to Administrative Services Director.
4. Effective 7/1/2022, the Performance Bonus may be prorated if an employee voluntarily leaves the City before the end of the rating period or becomes a member of the Management Employees Bargaining Unit after the start of the rating period. Prorating the Performance Bonus is at the discretion of the City Manager.

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 September 1, 2024.

IN WITNESS WHEREOF, the parties hereto cause this Side Letter Agreement to be effective this 8<sup>th</sup> day of August 2024.

**MANAGEMENT EMPLOYEE GROUP**

[REDACTED]

Viki Copeland,  
Administrative Services Director

[REDACTED]

Angela Crespi, Deputy City Manager

[REDACTED]

Lisa Nichols, Community Resources  
Director

[REDACTED]

Paul LeBaron, Chief of Police

[REDACTED]

Joseph SanClemente, Public Works  
Director

[REDACTED]

Myra Maravilla, City Clerk

[REDACTED]

Carrie Tai, Community Development  
Director

**CITY OF HERMOSA BEACH**

[REDACTED]

Suja Lowenthal, City Manager

[REDACTED]

Cynthia Stafford, Interim Human  
Resources Manager

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

September 18, 2024

**Certification of Council Action**

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I, Myra Maravilla, City Clerk of the City of Hermosa Beach do hereby certify that the above and foregoing Resolution No. RES-24-7455 was duly approved and adopted by the City Council of said City at its regular meeting thereof held on the 10<sup>th</sup> day of September, 2024 and passed by the following vote:

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

**NOES: NONE**

**ABSTAIN: NONE**

**ABSENT: NONE**

  
\_\_\_\_\_  
Myra Maravilla,  
City Clerk