

**CITY OF HERMOSA BEACH
RESOLUTION NO. RES-24-7454**

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

WHEREAS, employees of the City of Hermosa Beach, California represented by the Profession and Administrative 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:

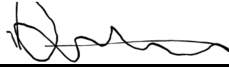
SECTION 1. The City Council of the City of Hermosa Beach has a Memorandum of Understanding for the period July 1, 2022, through and including June 30, 2025.

SECTION 2. The City of Hermosa and the Profession and Administrative 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 10th day of September, 2024.



Mayor Dean Francois

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

ATTEST:

APPROVED AS TO FORM:



Myra Maravilla,
City Clerk



Patrick Donegan,
City Attorney

EXHIBIT A

**SIDE LETTER AGREEMENT BETWEEN
THE CITY OF HERMOSA BEACH
AND
PROFESSIONAL AND ADMINISTRATIVE EMPLOYEES GROUP**

Whereas, the City of Hermosa ("City") and the Professional and Administrative 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 29, 2024.

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

1. Accrete the Executive Assistant-Chief of Police to the Professional and Administrative Employee Group bargaining unit.
2. Remove the Finance Manager from the Professional and Administrative Employee Group Bargaining Unit and assign the classification to the unrepresented group.
3. Amend Article 24, Temporary 27, Temporary Upgrade Pay, to add "Employees shall receive a 10% premium pay as compensation for performing the duties."
4. Amend Article 9, Merit Pay Program, to Prorate the Merit Pay if an employee voluntarily leaves the City before the end of the rating period or becomes a member of the Professional and Administrative Employee Group Bargaining Unit after the start of the rating period.

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 1st day of September 2024.

**PROFESSIONAL AND ADMINISTRATIVE
EMPLOYEE GROUP**

CITY OF HERMOSA BEACH

Vicky Barker


Suja Lowenthal (Aug 27, 2024 03:06 GMT+2)

Vicky Barker,
City Employees Associates

Suja Lowenthal, City Manager

Kambria Vint



Kambria Vint, Recreation
Coordinator

Viki Copeland, Administrative
Services Director


John Cordova (Aug 27, 2024 22:49 PDT)

Cynthia Stafford

John Cordova, Public Works
Superintendent

Cynthia Stafford, Interim Human
Resources Manager

Kim Swindell

Angela Crespi

Kim Swindell, Administrative
Assistant

Angela Crespi, Deputy City
Manager

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

September 18, 2024

Certification of Council Action

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

I, Myra Maravilla, City Clerk of the City of Hermosa Beach do hereby certify that the above and foregoing Resolution No. RES-24-7454 was duly approved and adopted by the City Council of said City at its regular meeting thereof held on the 10th 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