

**CITY OF HERMOSA BEACH**  
**RESOLUTION NO. 25-**

**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 with the Professional and Administrative Employees Group for the period July 1, 2025, through and including June 30, 2028.

**SECTION 2.** The City of Hermosa and the Professional and Administrative Employees Group desire to enter into a Side Letter to amend the Memorandum of Understanding for the period July 1, 2025, through and including June 30, 2028, 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 26<sup>th</sup> day of August 2025.

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Rob Saemann

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

**ATTEST:**

**APPROVED AS TO FORM:**

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Myra Maravilla  
City Clerk

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Todd Leishman  
Interim City Attorney

**EXHIBIT A**

**Amend Article 35 (Vacation) as follows:**

- 1st Year: 80 hours
- 2nd Year: 80 hours
- 4th Year: 96 hours
- 6th Year: ~~112~~ 120 hours
- 10th Year: ~~128~~ 144 hours
- 14th Year: ~~144~~ 168 hours
- 18th Year: ~~160~~ 192 hours

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

IN WITNESS WHEREOF, the parties hereto cause this Side Letter Agreement to be effective the 1<sup>st</sup> day of July 2025.

**PROFESSIONAL AND ADMINISTRATIVE  
EMPLOYEE GROUP**

**CITY OF HERMOSA BEACH**

\_\_\_\_\_  
Vicky Barker  
City Employees Associates

\_\_\_\_\_  
Cynthia Stafford  
Chief Negotiator

\_\_\_\_\_  
Kambria Vint  
Recreation Coordinator

\_\_\_\_\_  
Steve Napolitano  
Interim City Manager

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John Cordova  
Public Works Superintendent

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Brandon Walker  
Administrative Services Director

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Kim Swindell  
Administrative Assistant

