

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 GENERAL AND SUPERVISORY EMPLOYEES' BARGAINING UNITY, TEAMSTERS LOCAL 986

RECITALS

WHEREAS, the City of Hermosa Beach ("City") and the General and Supervisory Employees' Bargaining Unit, Teamsters Local 986 ("Union") entered into a memorandum of understanding for the period July 1, 2025, through and including June 30, 2028 ("MOU"); and

WHEREAS, the City and Union have elected to meet and confer on matters concerning wages, hours, and working conditions; and

WHEREAS, the Union and the City's Chief Labor Negotiator ("Negotiator") have jointly negotiated changes to the MOU; and

WHEREAS, the City and Union desire to enter into a side letter to amend the MOU as set forth in Exhibit A (attached hereto and incorporated herein by reference.

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

SECTION 1. Recitals. The recitals above are true and correct, and are hereby incorporated herein by this reference.

SECTION 2. Approval. The City Council hereby approves Exhibit A amending the MOU.

SECTION 3. Certification. The City Clerk shall certify to the passage and adoption of this Resolution; cause the same to be entered among the original resolutions of the City; and make a minute of the passage and adoption thereof in the records of the proceedings of the City Council in the minutes of the meeting at which time same is passed and adopted.

SECTION 4. Effective Date. This Resolution is effective immediately upon adoption.

PASSED, APPROVED and ADOPTED on this 17th day of November 2025.

Rob Saemann

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

ATTEST:

APPROVED AS TO FORM:

Myra Maravilla
City Clerk

Jason Baltimore
Interim City Attorney

EXHIBIT A

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF HERMOSA BEACH
AND
GENERAL AND SUPERVISORY EMPLOYEES'
BARGAINING UNIT TEAMSTERS - LOCAL 986**

RECITALS

WHEREAS, the City of Hermosa Beach ("City") and the General and Supervisory Employees' Bargaining Unit, Teamsters Local 986 ("Union") (collectively, "Parties") entered into a Memorandum of Understanding dated July 1, 2025, through June 30, 2028 ("MOU"); and

WHEREAS, the City received a request to amend the terms in Article 41 (Premium Pays) of the MOU after its adoption, which necessitated changes to the MOU language; and

WHEREAS, the Parties met and conferred on the proposed changes and both Parties agreed to the changes.

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

AGREEMENT

1. Incorporation of Recitals. The recitals listed above are true and correct, and are hereby incorporated herein by this reference.
2. Amendment. Article 41 (Premium Pays) of the MOU is amended by adding a new subsection a to read as follows: "Employees who were receiving bilingual premium pay prior to July 1, 2025, will continue to receive bilingual premium pay at the following rates: (i) Building Inspector - \$439.10 per month, and (ii) Maintenance Worker II - \$324.32 per month".
3. Continuing Effect of Agreement. Except as amended by this Side Letter, all provisions of the MOU shall remain in full force and effect; and shall govern the actions of the Parties under this Side Letter. Whenever the term "MOU" appears in the original

MOU from and after the date of this Side Letter, it shall mean the MOU as amended by this Side Letter.

4. Electronic Transmission. A manually signed copy of this Side Letter which is transmitted by facsimile, electronic mail, or other means of electronic transmission shall be deemed to have the same legal effect as delivery of an original executed copy of this Side Letter for all purposes. This Side Letter may be signed using an electronic signature.

5. Counterparts. This Side Letter may be signed in counterparts, each of which shall constitute an original.

IN WITNESS WHEREOF, the Parties hereto cause this Side Letter to be effective the 1st day of July 2025.

**GENERAL & SUPERVISORY EMPLOYEES'
BARGAINING UNIT, TEAMSTERS LOCAL
986**

CITY OF HERMOSA BEACH

Michael Grijalva
Chief Negotiator

Cynthia Stafford
Chief Negotiator

Tim Anhorn
Union Steward

Steve Napolitano
Interim City Manager

Chris Aviles
Union Steward

Brandon Walker
Administrative Services Director

Bradley Cocking
Union Steward

Tiffany Nguyen
Human Resources Manager

Kalyn Kaemerle
Union Steward

Maria Marquez-Viramontes
Union Steward

Robert Ramos
Union Steward