

CITY OF HERMOSA BEACH
RESOLUTION NO. XX-XXXX

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 Employee 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 3. 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 8th day of April, 2025.

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

**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 recognized that clarification is required to the terms in MOU Article 16 (Uniform Allowance), which necessitated changes to the MOU language.

Whereas, the parties met and conferred on the proposed changes and the Management Employee Group agreed to the changes on April 1, 2025.

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

1. Amend Article 16 – Uniform Allowance to indicate the following:

Effective July 1, 2022, the uniform allowance for the Police Chief shall be \$1,000 per year, payable through the regular payroll schedule. Uniform allowance shall be reported to CalPERS periodically, when earned, on a per day basis, in accordance with the Public Employee's Retirement Law (PERL) and applicable regulations. These items are not reportable for "new members" under the Public Employees' Pension Reform Act of 2013 (PEPRA), as defined by Government Code Section 7522.04(f).

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 this 8th day of April, 2025.

MANAGEMENT EMPLOYEE GROUP

Brandon Walker,
Administrative Services Director

Angela Crespi, Deputy City Manager

Lisa Nichols, Community Resources
Director

Paul LeBaron, Chief of Police

Joseph SanClemente, Public Works
Director

Myra Maravilla, City Clerk

CITY OF HERMOSA BEACH

Suja Lowenthal, City Manager

Tiffany Nguyen, Human Resources
Manager