

CITY OF HERMOSA BEACH
RESOLUTION NO. RES-26-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 PROFESSIONAL AND ADMINISTRATIVE EMPLOYEE GROUP

WHEREAS, the City of Hermosa Beach ("City") and the Professional and Administrative Employee Group ("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 Interim Human Resources Manager 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 3rd day of February 2026.

Mayor Rob Saemann

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

ATTEST:

APPROVED AS TO FORM:

Reanna Guzman
Interim City Clerk

Jason Baltimore
Interim City Attorney

EXHIBIT A

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

WHEREAS, the City of Hermosa Beach ("City") and the Professional and Administrative Employee Group ("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 31 (Educational Allowance) 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 Parties 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 31 (Educational Allowance) of the MOU is amended by adding the following new subsections to read as follows:
 - a. "Employees who obtain a master's degree in a subject area related to their classification field shall receive additional compensation of \$400 per month. An employee shall only be eligible for one master's degree incentive, regardless of the number of master's degrees the employee possesses."
 - b. "Employees who possess an accredited professional certification related to their position with the City shall receive additional compensation of \$350 per month, subject to approval of the City Manager. An employee shall only be eligible for one

certification incentive, regardless of the number of professional certifications the employee possesses.”

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 3rd day of February 2026.

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

CITY OF HERMOSA BEACH

Vicky Barker
City Employee Associates

Tyler Cashman
Interim Human Resources Manager

Kambria Vint
Recreation Coordinator

Steve Napolitano
City Manager

John Cordova
Public Works Superintendent

Brandon Walker
Administrative Services Director

Kim Swindell
Administrative Assistant

Ken Bales
Senior Management Analyst