

**SIDE LETTER AGREEMENT TO MEMORANDUM OF UNDERSTANDING BETWEEN THE
CITY OF ALHAMBRA AND THE ALHAMBRA FIREFIGHTERS' ASSOCIATION
April 16, 2020 TO JUNE 30, 2022**

Pursuant to the provisions of the Meyers-Milias-Brown Act and the Memorandum of Understanding between the City of Alhambra (the "CITY") and the Alhambra Firefighters' Association ("Association" or "AFA") effective February 20, 2020 through June 30, 2022 ("MOU"), this Side Letter of Agreement is entered into on this 19th day of August, 2021, between the City and the ASSOCIATION ("Side Letter Agreement") as an amendment to the MOU.

It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the Association and contained in the MOU shall remain in full force and effect.

The City and the Association have met and conferred in good faith concerning the terms and conditions of this Side Letter Agreement and its implementation and now therefore agree to the following:

American Rescue Plan Act of 2021 (ARPA) Funds Recitals.

ARPA provides federal relief funds to local government agencies for certain uses. As of the date that the parties have entered into this Side Letter Agreement, the US Department of Treasury ("Treasury") has published an Interim Final Rule ("Interim Rule") that provides that an eligible use of the ARPA funds is Premium Pay. (31 CFR Part 35, Section 9901 of the Interim Rule). Subject to certain restrictions, the Interim Rule states that Premium Pay can be provided to employees who performed or are performing essential work during the COVID-19 pandemic, such as protecting the health and wellbeing of the residents of the City.

The Treasury intends to publish Final Guidance regarding the eligible uses of ARPA funds.

In the event that the Treasury's Final Guidance confirms and provides that Premium Pay is an eligible use of ARPA funds and may be paid to Association members, the City and AFA agrees to amend the existing MOU as follows:

Article 1, GENERAL PROVISIONS, Section 1. Term of MOU, shall be amended as follows:

The term of this MOU shall commence on February 20, 2020, and shall remain in effect through the last pay period of Fiscal Year 2022-2023. The terms of this MOU shall be effective upon the adoption of this MOU by the Alhambra City Council, except as otherwise provided by specific sections of this MOU.

Article 2, COMPENSATION, Section 1. Salaries, shall be amended as follows:

- A. Salary Schedules. Base rate of pay for Association members shall be the amounts reflected in Appendix "A."

1. Salary Increase.

- a. Effective February 20, 2020, all Association members shall receive a two percent (2%) base salary increase.
- b. As a result of the City Council's approval of the limited reopener in March 2020 for an additional maximum increase of one percent (1%) Association members shall receive a base salary increase of four percent (4%) effective the first pay period of fiscal year 2020-2021, that includes July 1, 2020.
- c. Effective July 1, 2021, to be implemented the first pay period of fiscal year 2021-2022, all Association members shall receive a two percent (2%) base salary increase.
- d. Effective July 1, 2022, to be implement the first pay period of fiscal year 2022-2023, all Association members shall receive a two percent (2%) base salary increase.

Article 2, COMPENSATION, Section 1. Salaries, shall be amended to include the following new section:

B. One-Time Payment of American Rescue Plan Act of 2021 (ARPA) Funds - Premium Pay.

The City recognizes that as essential workers and public safety employees, members of the Association continued to diligently work through the COVID-19 pandemic. ARPA provides federal relief funds to local government agencies for certain uses. As of the date that the parties have entered into this MOU, the US Department of Treasury ("Treasury") has published an Interim Final Rule ("Interim Rule") that provides that an eligible use of the ARPA funds is Premium Pay. (31 CFR Part 35, Section 9901 of the Interim Rule). Subject to certain restrictions, the Interim Rule states that Premium Pay can be provided to employees who performed or are performing essential work during the COVID-19 pandemic, such as protecting the health and wellbeing of the residents of the City.

The City agrees to provide a Premium Pay benefit with ARPA funding to Association members pursuant to this paragraph. The Treasury intends to publish Final Guidance regarding the eligible uses of ARPA funds. After publication of the Final Guidance, the City agrees to make a one-time, lump-sum payment to members of the Association in the amount of seven percent (7%) of the employees' annual base rate pay, so long as the Final Guidance provides that this is an eligible use of ARPA funds. If Final Guidance is issued before December 15, 2021, distribution of these payments shall take place on a special payroll run on that date. Otherwise, the payments will be distributed on a special payroll as soon as practical after the Final Guidance has been published. The City and AFA agrees that this one-time payment of funds to Association members shall not be pensionable.

In the event that the Treasury's Final Guidance does not provide that Premium Pay is an eligible use of ARPA funds, the City and AFA agree that the existing MOU shall not be amended and will expire on June 30, 2022.

The City and the Association agree that this Side Letter Agreement will be presented to the Alhambra City Council for its determination prior to implementation and shall not be effective until or unless the Alhambra City Council renders its approval.


REPRESENTATIVE OF THE CITY OF
ALHAMBRA

Dated: August 30, 2021

By: 
MARIAM LEE KO, DIRECTOR OF
HUMAN RESOURCES & RISK
MANAGEMENT

ALHAMBRA FIREFIGHTERS'
ASSOCIATION REPRESENTATIVE

Dated: AUGUST 30, 2021

By: 
RANDALL MIRANDA, PRESIDENT

APPENDIX "A"

CITY OF ALHAMBRA
ALHAMBRA FIREFIGHTERS' ASSOCIATION (AFA)
COMPENSATION PLAN & SALARY SCHEDULE

FISCAL YEAR 2021-2022 (2% COLA)

POSITION TITLE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Fire Captain	Monthly	\$ 8,442.31	\$ 8,864.42	\$ 9,307.64	\$ 9,773.02	\$ 10,261.68	\$ 10,774.76
	Bi-weekly	\$ 3,896.45	\$ 4,091.27	\$ 4,295.84	\$ 4,510.63	\$ 4,736.16	\$ 4,972.97
	Hourly	\$ 34.79	\$ 36.53	\$ 38.36	\$ 40.27	\$ 42.29	\$ 44.40
Fire Engineer	Monthly	\$ 7,322.83	\$ 7,688.97	\$ 8,073.42	\$ 8,477.09	\$ 8,900.94	\$ 9,345.99
	Bi-weekly	\$ 3,379.77	\$ 3,548.75	\$ 3,726.19	\$ 3,912.50	\$ 4,108.13	\$ 4,313.53
	Hourly	\$ 30.18	\$ 31.69	\$ 33.27	\$ 34.93	\$ 36.68	\$ 38.51
Firefighter	Monthly	\$ 6,189.39	\$ 6,498.86	\$ 6,823.81	\$ 7,165.00	\$ 7,523.25	\$ 7,899.41
	Bi-weekly	\$ 2,856.64	\$ 2,999.48	\$ 3,149.45	\$ 3,306.92	\$ 3,472.27	\$ 3,645.88
	Hourly	\$ 25.51	\$ 26.78	\$ 28.12	\$ 29.53	\$ 31.00	\$ 32.55
Firefighter/Paramedic	Monthly	\$ 7,220.67	\$ 7,581.71	\$ 7,960.79	\$ 8,358.83	\$ 8,776.77	\$ 9,215.61
	Bi-weekly	\$ 3,332.62	\$ 3,499.25	\$ 3,674.21	\$ 3,857.92	\$ 4,050.82	\$ 4,253.36
	Hourly	\$ 29.76	\$ 31.24	\$ 32.81	\$ 34.45	\$ 36.17	\$ 37.98

FISCAL YEAR 2022-2023 (2% COLA)

POSITION TITLE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Fire Captain	Monthly	\$ 8,611.15	\$ 9,041.71	\$ 9,493.80	\$ 9,968.49	\$ 10,466.91	\$ 10,990.26
	Bi-weekly	\$ 3,974.38	\$ 4,173.10	\$ 4,381.75	\$ 4,600.84	\$ 4,830.88	\$ 5,072.43
	Hourly	\$ 35.49	\$ 37.26	\$ 39.12	\$ 41.08	\$ 43.13	\$ 45.29
Fire Engineer	Monthly	\$ 7,469.28	\$ 7,842.75	\$ 8,234.89	\$ 8,646.63	\$ 9,078.96	\$ 9,532.91
	Bi-weekly	\$ 3,447.36	\$ 3,619.73	\$ 3,800.72	\$ 3,990.75	\$ 4,190.29	\$ 4,399.80
	Hourly	\$ 30.78	\$ 32.32	\$ 33.93	\$ 35.63	\$ 37.41	\$ 39.28
Firefighter	Monthly	\$ 6,313.18	\$ 6,628.84	\$ 6,960.28	\$ 7,308.30	\$ 7,673.71	\$ 8,057.40
	Bi-weekly	\$ 2,913.78	\$ 3,059.47	\$ 3,212.44	\$ 3,373.06	\$ 3,541.71	\$ 3,718.80
	Hourly	\$ 26.02	\$ 27.32	\$ 28.68	\$ 30.12	\$ 31.62	\$ 33.20
Firefighter/Paramedic	Monthly	\$ 7,365.09	\$ 7,733.34	\$ 8,120.01	\$ 8,526.01	\$ 8,952.31	\$ 9,399.92
	Bi-weekly	\$ 3,399.27	\$ 3,569.23	\$ 3,747.70	\$ 3,935.08	\$ 4,131.83	\$ 4,338.43
	Hourly	\$ 30.35	\$ 31.87	\$ 33.46	\$ 35.13	\$ 36.89	\$ 38.74