

**SIDE LETTER AGREEMENT TO MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF ALHAMBRA AND THE ALHAMBRA
CITY EMPLOYEES' ASSOCIATION FISCAL YEARS 2019 THROUGH 2021**

Pursuant to the provisions of the Meyers-Milias Brown Act and the Memorandum of Understanding ("MOU") between the City of Alhambra (the "City") and the Alhambra City Employees' Association ("Association") effective June 27, 2019, through June 30, 2021, this Side Letter ("Side Letter Agreement") is entered into effective February 24, 2020, 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:

EFFECT OF SIDE LETTER

1. The classifications of Senior Concrete Worker, Senior Street Maintenance Worker and Senior Traffic Painter will be created. These classifications will train, coordinate, and lead the daily work of their respective work crews. Each of these classifications will report to the Public Works Superintendent. The Association has reviewed the new classification specifications and is in agreement with the job descriptions attached.
2. The salary ranges for the above senior level classifications will be established at 7.5% above the top step of the highest-level classification under the direction of the respective Senior classification. In addition, the salary range for the current classifications of Senior Automotive Mechanic, Senior Wastewater Utility Worker, Senior Water Production Operator, and Senior Water Utility Worker will be adjusted to reflect this 7.5% spread. The salary ranges are as follows:

CLASSIFICATON	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Senior Automotive Mechanic	\$4,876.46	\$5,120.28	\$5,376.30	\$5,645.11	\$5,927.37	\$6,223.74	\$6,348.21
Senior Concrete Worker	\$4,266.48	\$4,479.81	\$4,703.80	\$4,938.99	\$5,185.94	\$5,445.24	\$5,554.14
Senior Street Maintenance Worker	\$4,104.96	\$4,310.20	\$4,525.71	\$4,752.00	\$4,989.60	\$5,239.08	\$5,343.86
Senior Traffic Painter	\$4,386.75	\$4,606.09	\$4,836.39	\$5,078.21	\$5,332.12	\$5,598.73	\$5,710.70

Senior Wastewater Utility Worker	\$4,514.76	\$4,740.50	\$4,977.53	\$5,226.40	\$5,487.72	\$5,762.11	\$5,877.35
Senior Water Production Operator	\$4,994.16	\$5,243.87	\$5,506.06	\$5,781.36	\$6,070.43	\$6,373.95	\$6,501.43
Senior Water Utility Worker	\$4,514.73	\$4,740.47	\$4,977.49	\$5,226.37	\$5,487.68	\$5,762.07	\$5,877.31

3. The classifications of Public Works Engineering Technician and Utilities Engineering Technician will be retitled to Engineering Technician. The salary range for this classification will be:

Engineering Technician \$6,314.45 \$6,630.18 \$6,961.68 \$7,309.77 \$7,675.26 \$8,059.02 \$8220.20

4. The job descriptions for the following job classifications have been updated to ensure the essential duties and responsibilities are correctly identified including the work environment and physical demands of each of the following classifications:

- Associate Planner
- Case Worker
- Engineering Technician
- Field Service Representative
- Librarian I
- Parks Worker I/II
- Recreation Supervisor
- Senior Account Clerk
- Senior Wastewater Utility Worker
- Senior Water Utility Worker
- Wastewater Utility Worker I
- Wastewater Utility Worker II
- Water Utility Worker II

5. The following classifications shall be deleted from the City of Alhambra Salary Schedule because they are obsolete:

- Architect/Urban Designer
- Assistant Tree Trimmer
- Community Programs Supervisor
- Custodian II
- Fire Apparatus Technician
- Housing Aide
- Parks Facility Worker
- Program Coordinator-Transportation
- Rehabilitation Specialist
- Revenue Collection Specialist
- Senior Deputy City Clerk

Senior Utility Maintenance Worker
Technical Service Coordinator
Tree Trimmer
Utility Accounting Technician
Utility Analyst
Utility Assistant
Utility Communication Specialist
Utility Maintenance Worker
Utility Service Technician
Water Conservation Irrigation Specialist

CITY COUNCIL APPROVAL

The City and 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.

MANAGEMENT REPRESENTATIVE
OF THE CITY OF ALHAMBRA

Dated: 2/19/20

By: Theresa St. Peter
Theresa St. Peter, Interim
Human Resources Director

ALHAMBRA CITY
EMPLOYEES' ASSOCIATION

Dated: 2/19/2020

By: Donald Coleman
Donald Coleman, ACEA
President