

**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 fiscal year 2020/2021, this Side Letter ("Side Letter Agreement") is entered into 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. Job descriptions 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:

Heavy Equipment Operator I  
Heavy Equipment Operator II  
Senior Services Supervisor  
Utility Warehouse Purchasing Technician  
Water Utility Worker I

2. The classification of Heavy Equipment Operator I and Heavy Equipment Operator II shall be utilized for the four current incumbents only (Fabian Chaires, David Cravens, Lucio Rivera, and Salvador Vaca). These employees are grandfathered in this classification until they either move to another classification within the City or separate from service with the City of Alhambra. These employees shall be eligible to receive merit salary adjustments and cost of living increases in accordance with City policies and procedures. Once all of these employees have vacated these classifications, the classification of Heavy Equipment Operator I and Heavy Equipment Operator II shall be eliminated.

All new hires performing the duties assigned to the current Heavy Equipment Operator I and Heavy Equipment Operator II shall be hired with the classification title of Street Sweeper. The salary range for Street Sweeper shall be the same as the current salary range for Street Maintenance Worker.

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$3,933.12	\$4,129.77	\$4,336.26	\$4,553.08	\$4,780.73	\$5,019.77	\$5,120.16

3. The classification of Library Computer Administrator shall be eliminated.

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.

MANAGEMENT REPRESENTATIVE OF THE  
CITY OF ALHAMBRA

ALHAMBRA CITY EMPLOYEES'  
ASSOCIATION

Dated: 9/23/2020

Dated: 9/23/2020

By: Theresa St Peter  
THERESA ST. PETER, CITY OF  
ALHAMBRA HUMAN RESOURCES  
CONSULTANT

By: SAJ  
~~DONALD COLEMAN, PRESIDENT~~  
SCOTT QUYLE, VICE PRESIDENT