

**MEMORANDUM OF UNDERSTANDING
SIDE LETTER AGREEMENT BETWEEN
CITY OF SAN FERNANDO
AND
SAN FERNANDO PUBLIC EMPLOYEES ASSOCIATION/
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**

This Memorandum Of Understanding (MOU) Side Letter Agreement between the City of San Fernando ("City") and the San Fernando Public Employees Association/Service Employees International Union, Local 721 ("SFPEA/SEIU Local 721") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the City and SFPEA/SEIU Local 721 negotiated a Memorandum of Understanding ("MOU") for the period of July 1, 2022 through June 30, 2027; and

WHEREAS, the said MOU was approved by SFPEA/SEIU Local 721 membership, and adopted by the City Council on April 17, 2023; and

WHEREAS, on or about July 13, 2023, SFPEA/SEIU Local 721 identified a need to modify a portion of Section 6.01, Article 6 (Compensation) of the approved MOU to truly reflect the original intent of both Parties as regards the effective date of the Cost of Living Adjustments (COLA) from July 1, 2023 through June 30, 2027; and

WHEREAS, the Parties agree that the compensation language should be amended as discussed, and have determined to memorialize their agreement by this MOU Side Letter Agreement.

NOW THEREFORE, the Parties, having had the opportunity to meet and confer, agree as follows:

SECTION 1: That that portion of Section 6.01, Article 6 of the said MOU between the City and SFPEA/SEIU Local 721, adopted on April 17, 2023, per Contract No. 2145, be further amended by **deleting** the following:

ARTICLE 6 – COMPENSATION

6.01 SALARY:

Effective, retroactive to the first day of the first full pay period after January 1, 2023, current unit members shall receive a base salary increase of four percent (4%). For purposes of this provision, "current unit members" means unit members employed with the City on the date Council adopts this MOU.

Effective the first full pay period following July 1, 2023, unit members shall receive a base salary increase of four percent (4%).

Effective the first full pay period following July 1, 2024, unit members shall receive a base salary increase of four percent (4%).

Effective the first full pay period following July 1, 2025, unit members shall receive a base salary increase of three percent (3%)

Effective the first full pay period following July 1, 2026, unit members shall receive a base salary increase of three percent (3%).

SECTION 2: That that portion of Section 6.01, Article 6 of the said MOU between the City and SFPEA/SEIU Local 721, adopted on April 17, 2023, per Contract No. 2145, be further amended by **adding** the following:

ARTICLE 6 – COMPENSATION

6.01 SALARY:

Effective, retroactive to the first day of the first full pay period after January 1, 2023, current unit members shall receive a base salary increase of four percent (4%). For purposes of this provision, “current unit members” means unit members employed with the City on the date Council adopts this MOU.

Effective the first full pay period that includes July 1, 2023, unit members shall receive a base salary increase of four percent (4%).

Effective the first full pay period that includes July 1, 2024, unit members shall receive a base salary increase of four percent (4%).


Effective the first full pay period that includes July 1, 2025, unit members shall receive a base salary increase of three percent (3%)


Effective the first full pay period that includes July 1, 2026, unit members shall receive a base salary increase of three percent (3%).

SECTION 3: Except as amended herein, all other provisions of the said MOU between the City and SFPEA/SEIU Local 721, adopted on April 17, 2023, per Contract No. 2145, remains unchanged and in full force and effect.


SIGNATURES TO FOLLOW


FOR CITY OF SAN FERNANDO:


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 Nick Kimball Date
 City Manager

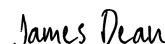
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 Michael E. Okafor Date
 Personnel Manager

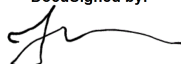
FOR SFPEA/SEIU LOCAL 721:

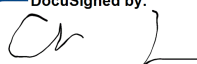
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 Manuel Fabian Date
 Chapter President, SFPEA/SEIU Local 721

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 Ruben Quintana Date

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 Richard De La Pena Date

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 Juan Salas Date

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 Charles Leone Date
 SEIU Local 721