

**Side Letter Agreement #1
To the 2024-2027 Memorandum of Understanding
Between the City of El Monte and
Service Employees International Union, Local 721 – General Mid-Management Unit**

This Side Letter #1 to the current July 1, 2024 through June 30, 2027, Memorandum of Understanding (“MOU”) between the City of El Monte (“City”) and Service Employees International Union, Local 721 – General Mid-Management Unit (“SEIU” or “GMMU”) is made and entered into by and between the City and SEIU this 24th day of September 2025. For purposes of this Side Letter #1, the capitalized term “Parties” shall be a collective reference to both the City and SEIU, and the capitalized term “Party” shall refer to either the City or SEIU interchangeably as appropriate.

WHEREAS, after meeting and conferring, the Parties have agreed to modify the terms of the MOU; and

WHEREAS, except as expressly set forth in this Side Letter #1, the Parties have agreed that all other terms and conditions of the 2024-2027 MOU shall remain in full force and effect; and

WHEREAS, the Parties reached a tentative agreement on September 11, 2025, as to the terms of this Side Letter #1; and

WHEREAS, the terms of this Side Letter #1 were ratified by the El Monte City Council at its Regular Meeting on September 24, 2025, as agenda item #14.6; and

NOW, THEREFORE, the Parties to agree as follows:

SECTION 1. The foregoing recitals are true and correct.

SECTION 2. Subsections B and C of Section 4.02 (Salary Adjustments) of Article IV of the MOU are hereby amended and restated in their entirety as follows:

B. Salary Adjustment – July 1, 2025, through June 30, 2026

Retroactive to July 1, 2025, unit employees in all classifications shall receive a five percent (5%) salary adjustment, above the classification’s assigned salary range.

C. Salary Adjustment – July 1, 2026 through June 30, 2027

Effective July 1, 2026, unit employees in all classifications shall receive a five percent (5%) salary adjustment, above the classification’s assigned salary range.

SECTION 3. Section 4.05(B)(2) (Compensatory Time Bank) of Article IV of the MOU is hereby amended and restated in its entirety as follows:

A unit employee shall be allowed to accumulate up to two hundred forty (240) hours of compensatory time.

Compensatory time shall be paid out at a rate of one (1) time the employee's current hourly rate at the time of such payment.

SECTION 4. Section 4.05(H) (Translator Pay) of Article IV of the MOU is hereby amended and restated in its entirety as follows:

1. Speaking Another Language – Eligible unit employees who are certified by the City to speak (basic conversational skill) another language (other languages include but not limited to Spanish, Chinese and Vietnamese) determined by the City other than English shall receive one hundred dollars (\$100) per month for use of this language in the performance of their job.
2. Speaking, Reading and Writing Another Language – Eligible unit employees, who are certified by the City to speak, read and write in another language (other languages include but not limited to Spanish, Chinese and Vietnamese) other than English shall receive one hundred fifty dollars (\$150) per month for the use of this language in the performance of their job.

SECTION 5. Section 5.09(C)(1) (Educational Reimbursement) of Article V of the MOU is hereby amended and restated in its entirety as follows:

1. The City agrees to provide a professional mid-management development education reimbursement program for job-related college courses leading to a degree, certification programs, and continuing education units. A unit employee may receive up to five thousand dollars (\$5,000.00) per fiscal year. The total educational reimbursement for each fiscal year shall not exceed one hundred thousand dollars (\$100,000.00) for the GMMU.

SECTION 6. Section 6.01(A) (Official Paid Holidays) of Article VI of the MOU is hereby amended and restated in its entirety as follows:

A. Official Paid Holidays
The official paid City recognized holiday granted to unit employees are as follows:

HOLIDAY	DAY
New Year's Day	January 1 st
Martin Luther King, Jr. Birthday	3 rd Monday in January
President's Day	3 rd Monday in February

Cesar Chavez Day	March 31 st
Memorial Day	Last Monday in May
Juneteenth	June 19 th
Independence Day	4 th of July
Labor Day	1 st Monday in September
Veteran's Day	November 11 th
Thanksgiving Day	4 th Thursday in November
Christmas Eve	December 24 th
Christmas Day	December 25 th
New Year's Eve	December 31 st
(1) Floating Holiday	Ten (10) hours

SECTION 7. Section 11.03 (Moratorium on Layoffs) of Article XI of the MOU is hereby amended and restated in its entirety as follows:

The City agrees no unit employee shall be subject to layoff during the term of this MOU, July 1, 2024 through June 30, 2027.

This special moratorium expires at 11:59 P.M. on June 30, 2027, and shall have no force or effect after June 30, 2027.

IN WITNESS THEREOF the Parties have caused the duly authorized representatives to execute this Side Letter #1 as of the dates stated below.

CITY OF EL MONTE

SEIU LOCAL 721, GENERAL MID-MANAGEMENT UNIT


By: 
Alma Martinez, City Manager

By: 
Audra Everett, Chief Negotiator

Date: 10/07/2025

Date: 09/25/2024

APPROVED AS TO FORM:

By: 
Richard Padilla, Assistant City Attorney