

**Side Letter #1
2019 – 2022 MOU
between
City of El Monte
and
SEIU LOCAL 721
General Mid-Management Unit**

This Side Letter #1 to the 2019-2022 Memorandum of Understanding (“MOU”) between the General Mid-Management Unit (“GMMU”) represented by the Service Employees International Union, Local 721 (“SEIU” or “Union”) and the City of El Monte (“City”) dated October 17, 2019 is entered into by and between the City and SEIU.

Recitals

A. As set forth in Section 12.08A of this MOU, there is a Fairness Agreement which states:

If, during the term of this MOU, a tangible benefit or increase of economic value is provided to any other bargaining unit, the City agrees to present the same terms to SEIU for discussion.

On September 17, 2019, the City Council of El Monte approved a side letter for the Police Officers Association (“POA”). The side letter for the POA gave employees in the bargaining unit the following terms, which exceed the amounts given to employees in the GMMU:

- *Effective January 1, 2020, each unit employee who has held the rank of Sergeant for a minimum of two (2) years and possesses a POST Supervisory Certificate will receive \$300 per month in addition to the applicable percentage....”*

B. Section 4.05D of the GMMU MOU provides fifty dollars (\$50.00) per pay period for possession of a Supervisory POST certificate.

C. The parties met and conferred on this issue. The City agrees to honor the terms of the Fairness Agreement provision.

Terms

Effective January 1, 2020, the parties hereto agree to amend Subsection 4.05D of the 2019-2022 GMMU MOU as follows:

D. Education and Certification Incentives (CalPERSable Compensation)

1. Compensation

- a) **Excluding the additional compensation for possession of a supervisory certificate**, an employee may only receive compensation for one (1) degree, or (1) **intermediate or advanced** certificate.

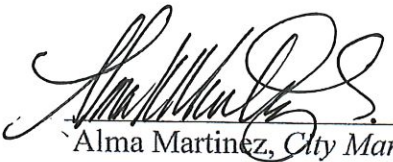
- b) Each unit employee who possesses an eligible degree shall receive seventy-five dollars (\$75.00) per pay period.
- c) Each unit employee who possesses an eligible **intermediate or advanced** certificate shall receive fifty dollars (\$50.00) per pay period.
- d) **In addition to the above, each unit employee who possesses an eligible supervisory certificate shall receive an additional one hundred and fifty dollars (\$150.00) per pay period.**
- e) Payment shall be paid effective the beginning of the pay period immediately following the date the certificate is issued by P.O.S.T., or the date on the degree issued by the educational institution, or on the date the employee enters the unit, whichever occurs later.

2. Eligibility


Degrees must be obtained from an institution of higher learning with applicable accreditation and not mandated to meet the classification's minimum job requirement criteria. To qualify, employees must follow procedures as set forth by the HR/RM Department.

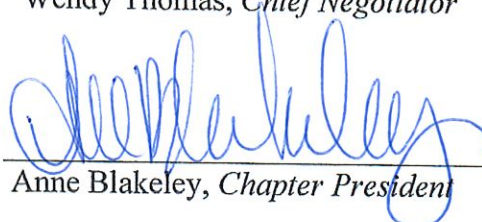
- a) Only eligible degrees are as follows:
 - Master's Degree
- b) Only eligible certificates, issued by the Peace Officer Standards and Training (P.O.S.T.), are as follows:
 - Intermediate POST Certificate
 - Advanced POST Certificate
 - Supervisory POST Certificate

For City of El Monte:


Alma Martinez, City Manager

For SEIU Local 721:


Wendy Thomas, Chief Negotiator


Anne Blakeley, Chapter President