

**SIDE LETTER OF AGREEMENT  
BETWEEN  
THE CITY OF SIGNAL HILL  
AND  
THE SIGNAL HILL EMPLOYEE’S ASSOCIATION**

**CLASSIFICATION PLAN AMENDMENTS**

On June 11, 2024, the City of Signal Hill (“City”) and the Signal Hill Employees’ Association (“SHEA”) entered into a Memorandum of Understanding (“MOU”) for the period of July 1, 2024 through June 30, 2027. In March 2025, the City assessed the classification plan as it pertains to recruitment and retention efforts and succession planning.

The parties have met and conferred in good faith and reached this Side Letter Agreement (the “Agreement”) to implement the classification plan changes listed below; and incorporate these classification plan amendments into the SHEA MOU:

The City and the SHEA enter into this Side Letter of Agreement and hereby agree to the following:

Classification Plan Amendments (Amendments to Exhibit A to the MOU)

A. Title Change Only

<b><u>Current Title</u></b>	<b><u>New Title</u></b>
Senior Water Maintenance Worker	Senior Water Utilities Worker
Water Maintenance Worker I	Water Utilities Worker I
Water Maintenance Worker II	Water Utilities Worker II

B. Addition of Code Enforcement Officer position to SHEA (Job Specification attached)

C. Senior Building Inspector – Job Specification Revision (attached)

D. Senior Public Works Inspector – Job Specification Revision (attached).

If the foregoing Side Letter of Agreement is approved by SHEA by Friday, May 30, 2025 then authorization to approve this Side Letter of Agreement and the Classification Plan Amendments shall be submitted to the City Council for consideration at its regular meeting on June 10, 2025.

The Parties hereto have caused this Side Letter of Agreement to be executed on the 10<sup>th</sup> day of June 2025.

City of Signal Hill:

Dated: \_\_\_\_\_

By: \_\_\_\_\_

Carlo Tomaino  
City Manager

Signal Hill Employees' Association:

Dated: \_\_\_\_\_

By: \_\_\_\_\_

Phyllis Thorne  
SHEA President