

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

CLASS 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. The City recently assessed the classification plan as it pertains to recruitment and retention efforts and succession planning in the Water Division.

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

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

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

- A. Addition of Water Systems Supervisor position to SHEA (Job Specification attached)

<u>Title</u>	<u>Proposed Annual Salary</u>
Water Systems Supervisor	\$91,629.00 – \$116,944.40

If the foregoing Side Letter of Agreement is approved by SHEA 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 March 10, 2026.

The Parties hereto have caused this Side Letter of Agreement to be executed on the ___th day of _____ 2026.

City of Signal Hill:

Dated: _____

By: _____

Carlo Tomaino
City Manager

Signal Hill Employees' Association:

Dated: _____

By: _____

Phyllis Thorne
SHEA President