

SIDE LETTER AGREEMENT BETWEEN THE CITY OF EL SEGUNDO AND THE EL CITY EMPLOYEES' ASSOCIATION, AFSCME, LOCAL 3519

This Side Letter of Agreement ("Agreement") between the City of El Segundo ("City") and the El Segundo City Employees' Association ("CEA") (hereinafter referred to as the "Parties") is entered into with respect to the following:

WHEREAS, the Parties are parties to a Memorandum of Understanding ("MOU") for the term of October 1, 2023 through June 30, 2027; and

WHEREAS, Article 2, Section 9 of the current and operative MOU provides the term regarding standby duty, including the definition of applicable terms, requirements for employees on standby duty, the compensation for such service, and a reopener of the term following the adoption of the MOU; and

WHEREAS, Article 2, Section 9 of the current and operative MOU defines "standby duty" to mean the time that employees, who have been released from duty, are specifically required by their supervisor to be available for return to duty when required by the City; and

WHEREAS, Article 2, Section 9 of the current and operative MOU requires that employees on standby duty adhere to the following: 1.) be reachable by cellular phone or other device; 2.) be ready to respond immediately; 3.) be able to report to work within one (1) hour of notification; 4.) refrain from activities which might impair their ability to perform assigned duties; and 5.) respond to any call back during the assigned period; and

WHEREAS, Article 2, Section 9 of the current and operative MOU provides that "for each assigned period of standby duty employees shall be provided two (2) hours of pay per day"; and

WHEREAS, Article 2, Section 9 of the current and operative MOU includes a provision that requires the Parties to meet and discuss standby duty and pay following the adoption of the MOU; and

WHEREAS, the City recognizes the commitment of City employees represented by CEA to serve in standby assignments, to respond to call-backs, and to serve City residents and businesses with a high level of professionalism; and

WHEREAS, following the adoption of the MOU, the Parties met and discussed standby duty and pay consistent with their contractual obligations; and

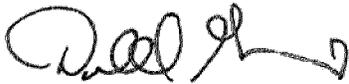
WHEREAS, through such meetings and discussions, the Parties mutually agreed to revise the Article 2, Section 9 of the current and operative MOU as follows:

Side Letter Between the City of El Segundo and CEA

The Parties will replace the following sentence "For each assigned period of standby duty employees shall be provided two (2) hours of pay per day" with the following sentence ""For each assigned period of standby duty employees shall be provided three (3) hours of pay per day". All other terms and conditions set forth in Article 2, Section 9 shall remain unchanged.

This agreement between the Parties shall take effect the pay period after approval and adoption by the City Council of the City of El Segundo.

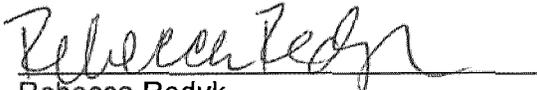
FOR THE CITY OF EL SEGUNDO



Darrell George, City Manager

11-20-25

Date



Rebecca Redyk
Director of Human Resources & Risk Management

11/24/2025

Date

FOR THE EL SEGUNDO CITY EMPLOYEE'S ASSOCIATION



Patrick Graham, President CEA

11/19/2025

Date



Bob Adams, AFSCME Local 3519

11/19/2025

Date