

**City of Pasadena and the Laborer's International Union of North America
(LIUNA)
Side Letter of Agreement**

This Side Letter of Agreement ("Agreement") between the City of Pasadena ("City") and the Laborers International Union of North America, Local 777 ("LIUNA") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the current Memorandum of Understanding between the City and LIUNA has a term July 1, 2022-June 30, 2026 ("MOU"); and

WHEREAS, the Parties seek to memorialize the relinquishment of all job duties set forth in the job specification for the classification of Range Master from LIUNA to the Pasadena Police Officers Association, and wish to modify the MOU Article 16 Retirement C.3. and to include a new article on the subject of classification and compensation studies.

Article 16 Retirement

C. Unit members hired on or after January 1, 2013 who are "new members" as defined by the PEPRA are provided the following retirement benefits:

1. Miscellaneous 2% @ 62 benefit formula.
2. Final compensation based upon the highest annual average compensation earnable during the 36 months of employment immediately preceding the effective date of his/her/their retirement or some other period designated by the retiring employee.
3. Employees will pay one-half of the total normal cost. In addition, new members will pay additional amount for their retirement contribution as cost sharing in accordance with Government Code section 20516(f). That amount will be the difference between the half the normal cost amount and eight percent so that their total retirement contribution will be eight percent (8%).

Effective June 19, 2023, new members will no longer pay cost-sharing in accordance with Government Code section 20516(f).

Classification and Compensation Study

The parties will establish a targeted study of classifications within the LIUNA bargaining unit over an established period of time.

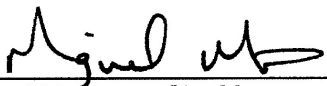
Between July 1, 2023, and December 31, 2023, the City will study the compensation of the following two classifications or classification series: Office Assistants and Administrative Specialists.

Between January 1 and June 30 of each year of the term of the MOU, the City will study the compensation of an additional two classifications or classification series. LIUNA will identify what classifications will be studied in the established time period.

The City will meet with the impacted employees as necessary during the review process to ensure a complete understanding of their job duties. After each of these segments of the classification and compensation study are completed, the City will share the results with LIUNA and meet and confer with LIUNA regarding whether salary adjustments are warranted by the study and if so, the amount of the salary adjustments.


The timelines for these studies may be extended by mutual agreement of the parties.

FOR THE CITY OF PASADENA



Miguel Marquez, City Manager

**FOR THE LABORER'S
INTERNATIONAL UNION OF
AMERICA**



Monica Brown, President