

RESOLUTION NO. 2021-25

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HUNTINGTON BEACH AMENDING THE MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY AND THE HUNTINGTON BEACH MUNICIPAL TEAMSTERS (HBMT) BY ADOPTING THE SIDE LETTER OF AGREEMENT

WHEREAS, on April 20, 2020, the City Council of Huntington Beach adopted Resolution 2020-19 for the purpose of adopting the Memorandum of Understanding (MOU) between the City and HBMT;

Subsequent to the adoption of the MOU, the City of Huntington Beach and HBMT met and conferred and agreed to changes, corrections, and clarifications to the MOU that are reflected in a Side Letter of Agreement attached hereto as Exhibit A and incorporated herein by this reference.

NOW, THEREFORE, IT IS HEREBY RESOLVED by the City Council of the City of Huntington Beach as follows:

1. The Side Letter of Agreement attached hereto as Exhibit A is approved and adopted.
2. The Side Letter of Agreement amends the MOU between the City of Huntington Beach and HBMT.

PASSED AND ADOPTED by the City Council of the City of Huntington Beach at a regular meeting thereof held on the \_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Mayor

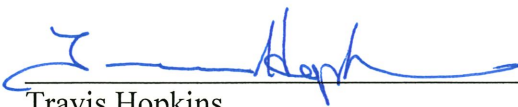
REVIEWED AND APPROVED:

APPROVED AS TO FORM:

\_\_\_\_\_  
Oliver Chi  
City Manager

  
\_\_\_\_\_  
Michael E. Gates  
City Attorney

INITIATED AND APPROVED:

  
\_\_\_\_\_  
Travis Hopkins  
Assistant City Manager

**SIDE LETTER OF AGREEMENT  
BETWEEN  
THE CITY OF HUNTINGTON BEACH  
AND THE  
HUNTINGTON BEACH MUNICIPAL TEAMSTERS (HBMT)**

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Representatives of Huntington Beach Municipal Teamsters (HBMT) and the City of Huntington Beach (City) have negotiated this *Side Letter of Agreement* to modify the following sections of the HBMT MOU dated October 1, 2019, through September 30, 2020:

**ARTICLE I - TERM OF MOU**

This Agreement shall be in effect for the period commencing the day following City Council adoption, the effective date, and ending midnight December 31, 2021.

The parties agree to commence negotiations on a successor MOU by September 1, 2021.

**ARTICLE XII – LEAVE BENEFITS**

8. Personal Time

Each full-time unit employee will be entitled to utilize a maximum of twenty (20) hours as “personal time.”

- a. Supervisor approval is required to utilize Personal Time.
- b. Personal Time has no cash value.
- c. All Personal Time (20 hours) must be used by December 31, 2021.
- d. No portion of unused Personal Time may be carried over beyond December 31, 2021.
- e. Part-time employees shall be granted twenty (20) hours as Personal Time on a proportional hours computation to full-time equivalent employee status.
  - i. Half-time employees shall be granted a total of ten (10) hours.
  - ii. Three-quarter employees shall be granted a total of fifteen (15) hours.

**ARTICLE XV – DURING THE TERM OF THE AGREEMENT**

A. No Adverse Impacts

No adverse employee impacts will occur through December 31, 2021.

**Side Letter Implementation**

Should the MOU between HBMT and the City of Huntington Beach continue beyond December 31, 2021, either through a successor MOU or an extension of the current MOU, all terms and conditions of this side letter shall remain in full force and effect unless changes are mutually agreed to by both parties.

IN WITNESS WHEREOF, the parties have caused this SIDE LETTER AGREEMENT to be executed by and through their authorized officers on \_\_\_\_\_.

**City of Huntington Beach**

**Huntington Beach Municipal Teamsters**

By: \_\_\_\_\_  
Oliver Chi  
City Manager

By:  \_\_\_\_\_  
Sarah Whitecotton  
HBMT Chief Steward

By: \_\_\_\_\_  
Travis Hopkins  
Assistant City Manager

By: \_\_\_\_\_  
Cristian Leiva  
In-House Counsel Teamsters 911

**APPROVED AS TO FORM:**

\_\_\_\_\_  
Michael Gates  
City Attorney