

RESOLUTION NO. 2021-26

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 MANAGEMENT EMPLOYEES' ORGANIZATION (MEO) BY ADOPTING THE SIDE LETTER OF AGREEMENT

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

Subsequent to the adoption of the MOU, the City of Huntington Beach and MEO 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 MEO.

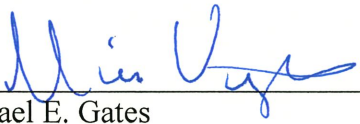
PASSED AND ADOPTED by the City Council of the City of Huntington Beach at a regular meeting thereof held on the _____ day of _____, 2021.

Mayor

REVIEWED AND APPROVED:

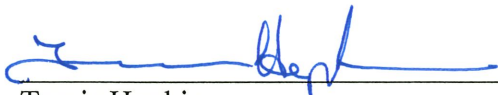
Oliver Chi
City Manager

APPROVED AS TO FORM:



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 MANAGEMENT EMPLOYEES' ORGANIZATION (MEO)**

Representatives of MEO and the City of Huntington Beach (City) have negotiated this *Side Letter of Agreement* to modify the following sections of the MEO MOU dated November 1, 2019, through October 31, 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

G. Personal Time

Each full-time unit employee will be entitled to utilize twenty (20) hours as “personal time.” If, during the term of this agreement, the City agrees to provide any other bargaining unit additional Personal Time hours above the agreed to twenty (20) hours for MEO, then MEO would also receive the equivalent amount of 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. Permanent half-time (1/2) or three quarter-time (3/4) employees shall be granted a pro-rated amount of hours, equivalent to fifty (50%) or seventy-five (75%) percent of twenty (20) hours, respectively.

ARTICLE XIV – DURING THE TERM OF THE AGREEMENT

A. No Adverse Impacts

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

Side Letter Implementation

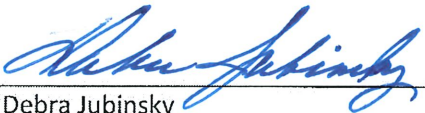
Should the MOU between MEO and the City of Huntington Beach continue beyond December 31, 2021, either through a successor MOU or an extension of the current MOU, all terms and conditions of this side letter shall remain in full force and effect unless changes are mutually agreed to by both parties.

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

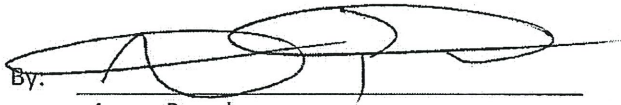
City of Huntington Beach

Management Employees Organization

By: _____
Oliver Chi
City Manager

By: 
Debra Jubinsky
MEO President

By: _____
Travis Hopkins
Assistant City Manager

By: 
Aaron Peardon
OCEA Representative

APPROVED AS TO FORM:

Michael Gates
City Attorney