

SIDE LETTER OF AGREEMENT

**MEMORANDUM OF AGREEMENT
BETWEEN
CITY OF COMPTON
AND**

**COMPTON MANAGEMENT EMPLOYEES ASSOCIATION/AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES ("AFSCME"), LOCAL 2325**

WHEREAS, the City of Compton ("City") and the Compton Management Employees Association/American Federation of State, County and Municipal Employees, Local 2325 ("CMEA/AFSCME, Local 2325") are Parties to a Memorandum of Agreement ("MOA"); and

WHEREAS, the current term of the MOA is July 1, 2016 through June 30, 2019; and

WHEREAS, in efforts to improve the expediency and efficiency of the severe discipline (i.e. suspension, demotion or dismissal) appeal process, City Management and interested employee bargaining units' representatives; including representatives of CMEA/AFSCME, Local 2325; have conducted numerous meet and confer meetings pertaining to amendments to the Compton Personnel Rules and Regulations, Rule 10 (Administrative Reviews and Appeals); more specifically, Rule 10.2B(1) – "Method of Appeal", Section 10.2B(2) – "Timeliness and Scope of Appeal Level Decisions", Section 10.2C – "Further Appeal to City Council", and 10.3E – "Hearings"; and

WHEREAS, the negotiations had during these meetings culminated in a number of mutual concessions between the City and the employee bargaining units, including CMEA/AFSCME Local 2325's agreement to amend *Section C of Article 26* of the MOA; and

WHEREAS, the undersigned Parties are authorized representatives of the City and CMEA/AFSCME Local 2325.

NOW, THEREFORE, the Parties do hereby acknowledge and mutually agree to amend the Memorandum of Agreement as follows:

1. That upon full execution of this Side Letter of Agreement, **Section C of Article 26** of the Memorandum of Agreement between the City of Compton and the Compton Management Employees Association/American Federation of State, County and Municipal Employees, Local 2325, shall be amended in its entirety to read as follows:

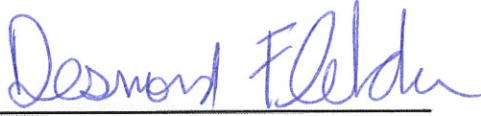
"C. *Grievances regarding severe discipline.* The procedures for handling severe discipline and appeal shall be those outlined in Section 10.2 of the Personnel Rules and Regulations.

2. That this Side Letter of Agreement shall not be considered "fully executed" unless, and until, approved by the Compton City Council.

IN WITNESS WHEREOF, the authorized representatives of the Parties have executed this SIDE LETTER OF AGREEMENT.

COMPTON MANAGEMENT EMPLOYEE
ASSOCIATION/AFSCME, LOCAL 2325

CITY OF COMPTON

By 
Desmond Fletcher, President

By 
Craig J. Cornwell, City Manger

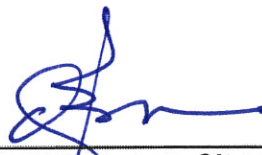
Dated: 1/20/21

Dated: 1/21/2021

By 
Bob Adams, Business Representative
AFSCME, Council 36

Approved as to form:

Dated: 1/20/21

By 
Damon M. Brown, City Attorney

Dated: 1/20/2021