

**SIDE LETTER OF AGREEMENT BETWEEN
CITY OF COMPTON
AND
AFSCME LOCAL 2325, AFL-CIO COUNCIL 36**

**LAYOFF IMPACT MEETING
TENTATIVE AGREEMENT**

This side letter of agreement between the City of Compton ("City") and the Compton Management Employees Association, AFSCME Local 2325, AFL-CIO Council 36 ("Union") amends and modifies the original Memorandum of Agreement, Between the City of Compton and Compton Management Employees Association, AFSCME Local 2325, AFL-CIO Council 36, effective from July 1, 2016 to June 30, 2019 (hereinafter "Memorandum of Agreement") in two important respects, as outlined below. This side letter of agreement was reached after good faith bargaining on November 18, 2020, regarding the impact issues due to the layoff on July 1, 2020, in which both the City and the Union agreed. The Memorandum of Agreement is amended as follows:

1. Salary Increase

This side letter agreement amends Article 40 (Title and Salary Range) of the Memorandum of Agreement. By this agreement, the salary for the following positions shall be amended:

Community Services Manager

Effective July 1, 2020

- 10% Base Salary Increase to perform homeless advocacy, outreach, and programming services for the City and to monitor grant reports and provide grant assistance.
- Transfer from the Chief Executive to Executive Group
- Continue Life Insurance at the Chief Executive Rate

Building Maintenance Supervisor

Effective at the Time of Resolution Adoption

- 10% Base Salary Increase to perform direct supervisory duties of the Custodial Division

Street Superintendent

Effective July 1, 2020

- 20% Base Salary Increase for the additional span of control of the Parks and General Services Divisions

SALARY RANGE PROPOSED CHANGES

Position	Current Range	Proposed Range	Change
Community Services Manager	180	190	+10
Street Superintendent	176	196	+20

2. Extra Duty Pay

This side letter agreement provides extra duty pay for the additional workload for the Project Manager in the Public Works Engineering Department:

Project Manager (Public Works Engineering) Effective January 1, 2020

- 10% Extra Duty Pay for additional workload. The duration of this pay last until the City Engineer is filled, OR a Senior Civil Engineer is hired that assumes the duties.

The City and the Union hereby agree:

CITY:


Craig J. Cornwell
City Manager

Date: 7/7/2021

UNION:


Bob Adams
AFSCME Representative

Date: 7/8/2021

Desmond Fletcher
AFSCME 2325 President

Date:


Kimberly McKenzie
AFSCME 2325 Vice-President

Date: 7/14/21

This agreement by the parties is subject to City Council's approval.