

SIDE LETTER AGREEMENT

City of Angels

and

Exempt Employees

October 21, 2025

WHEREAS, the City of Angels ("City") and the Exempt Employees ("Exempt"), hereinafter collectively the "Parties," have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment; and

WHEREAS, the Memorandum of Understanding ("MOU") between the Parties, which sets forth the wages, hours, and other terms and conditions of employment for exempt employees, was effective July 1, 2024, and remains in effect through June 30, 2027; and

WHEREAS, the parties agree that all terms and conditions of the current Memorandum of Understanding shall remain in full force and effect, except as modified by this Side Letter.

TERMS AND CONDITIONS OF THIS SIDE LETTER AGREEMENT

SECTION 26: OUT-OF-CLASS PAY: The Parties agree to add section 26 to the existing MOU with the following language retroactive to July 1, 2025:

"Employees who are assigned by the City Administrator or the City Council to work out of their classification and perform a substantial portion of that classification's duties for more than five (5) consecutive workdays, in addition to their regular duties, shall receive a premium payment of five percent (5%) of their base salary for the duration of the out-of-classification assignment. This premium shall be paid retroactively to the first day of the assignment once the five (5) day threshold has been met. This premium shall not be provided for duties that are incidental or reasonably included within the scope of the employee's current job description or classification, even if those duties are occasionally performed at a higher level."

**CITY OF ANGELS
EXEMPT EMPLOYEES**

By: _____

CITY OF ANGELS

By: _____

Steve Williams
Interim City Administrator

By: _____

Michael Chimente
Mayor