

**CITY OF ANGELS
CITY COUNCIL
RESOLUTION No. 25-083**

**RESOLUTION APPROVING A SIDE LETTER AGREEMENT TO THE
MEMORANDUM OF UNDERSTANDING WITH THE EXEMPT EMPLOYEES
REGARDING OUT-OF-CLASS PAY**

WHEREAS, the City of Angels ("City") and the Exempt Employees Association ("Exempt") are parties to a Memorandum of Understanding (MOU) governing wages, hours, and terms and conditions of employment; and

WHEREAS, during the last three (3) months, two different employees of Exempt were tasked with assuming the responsibilities of another job classification within the Exempt Group; and

WHEREAS, the City and Exempt have agreed to add Section 26 (Out-of-Class Pay) so that the section shall read:

"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."

NOW, THEREFORE, BE IT RESOLVED, that the City of Angels City Council does approve a Resolution approving a side letter agreement to the memorandum of understanding with the Exempt Employees Association regarding out-of-class pay retroactive to July 1, 2025.

PASSED AND ADOPTED this 21st day of October 2025, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Michael Chimente, Mayor

Michelle Gonzalez,
Deputy City Clerk