

Side Letter of Agreement  
Between the City of Bell Gardens and  
Bell Gardens Public Works Employees' Association

This side letter of agreement ("Agreement") memorializes an agreement entered into between the City of Bell Gardens ("City") and the Bell Gardens Public Works Employees' Association ("PWEA") (collectively "Parties") with respect to the following:

**WHEREAS**, the Parties entered into a Memorandum of Understanding with a term of July 1, 2016 to June 30, 2018 (MOU); and

**WHEREAS**, the Parties entered into a side letter of agreement on or around March 30, 2021; and

**WHEREAS**, the Parties have met and conferred pursuant to the Meyers-Milias-Brown Act and agree that the terms set forth in this side letter agreement shall supersede and replace the terms set forth in the September 28, 2020 side letter of agreement and shall also be incorporated into the MOU; and


**WHEREAS**, all other terms and conditions of the MOU shall remain in full force and effect.

**NOW THEREFORE**, the Parties have agreed to the following:


1. Term – April 4, 2021 – June 30, 2021
2. Base Salary – Base salary will return to regular rate in effect prior to side letter Agreement adopted by Resolution 2020-81.
3. Furlough Leave – Furlough leave accrual shall cease and balance of furlough leave shall be paid out April 2021.
4. Suspension of Accrual Cap on Vacation – The 240 hour cap as provided by the City's Personnel Rules and Regulations (Section 10.02 – Vacation Accrual) shall be temporarily suspended during the term of Agreement only. On June 30, 2021, the City shall have the option at its sole discretion to: (1) cash out vacation leave accrued in excess of 240 hours, (2) maintain vacation leave accrued in excess of 240 hours in the vacation bank, or (3) allow for continued suspension of the 240 hour vacation leave accrual cap to date to be solely determined by the City.

FOR THE PWEA AND CITY OF BELL GARDENS:

I agree on behalf of the PWEA:

  
\_\_\_\_\_  
Raul Silva                      Date  
President

I agree on behalf of the City:

 4/15/2021  
\_\_\_\_\_  
Michael O'Kelly              Date  
City Manager