

**SIDE LETTER OF AGREEMENT**  
**BETWEEN**  
**CITY OF BELL GARDENS**  
**AND**  
**THE BELL GARDENS CITY EMPLOYEES ASSOCIATION**

This Side Letter of Agreement (“Agreement”) memorializes an agreement entered into between the City of Bell Gardens (“City”) and the Bell Gardens City Employees Association (“BGCEA”) (collectively “parties”) with respect to the following:

**WHEREAS**, the Parties entered into a Memorandum of Understanding (MOU) with the term of June 1, 2023, through May 31, 2026; and

**WHEREAS**, the Parties met and conferred in good faith on the effect of BGCEA members of closing City Hall and the Public Works office and other City facilities for the entirety of the calendar days of Monday, December 25, 2023; Tuesday, December 26, 2023; Wednesday, December 27, 2023; Thursday, December 28, 2023; and Monday, January 1, 2024.

**NOW THEREFORE**, the Parties agree as follows:

City Hall and the Public Works office shall be closed from Monday, December 25, 2023 to Thursday, December 28, 2023, and Monday, January 1, 2024; the following days shall be unpaid holidays: Tuesday, December 26, 2023, Wednesday, December 27, 2023 and Thursday, December 28, 2023; Monday, December 25, 2023 and Monday, January 1, 2024, will be observed holidays, per the current Memorandum of Understanding (MOU)

BGCEA members who work at City Hall, the Public Works Office, or Parks and Recreation offices and do not work the calendar days of Tuesday, December 26, 2023; Wednesday, December 27, 2023; and Thursday, December 28, 2023, may use their accrued vacation, earned holiday, floating holiday or comp time to cover those days. If a member does not have any accrued comp time, vacation, earned holiday, or floating holiday, or does not wish to use accrued comp time, vacation, earned holiday, or floating holiday to cover those days, then the member shall not be paid on those days.

Any BGCEA members who works on December 26, 27, 28, shall not be paid a special holiday pay.

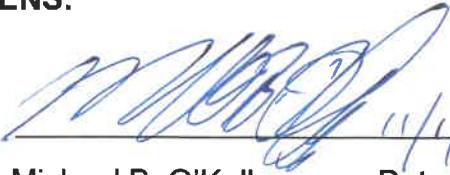
Otherwise, all other terms and conditions of employment remain unchanged as set forth in the 2023-2026 MOU for the balance of its terms expect as changed by subsequent written agreement between the parties.

**FOR the BGCEA AND CITY OF BELL GARDENS:**

  
\_\_\_\_\_ 11/1/2023

Emilia Sakez  
BGCEA President

Date

  
\_\_\_\_\_ 11/1/2023

Michael B. O'Kelly  
City Manager

Date

  
\_\_\_\_\_ 11/1/2023

Evangelina Reyes  
BGCEA, Member Representative

Date