

SIDE LETTER OF AGREEMENT
City of Gardena
And
Gardena Municipal Employees Association
September 5, 2024

The City of Gardena ("City") and Gardena Municipal Employees Association ("GMEA") (collectively, the "Parties") enter into this Side Letter of Agreement and hereby agree to the following:

1. In July 2021, the Parties entered into a Memorandum of Understanding (MOU) with effective dates of July 1, 2021, through June 30, 2025.

Under the MOU, as amended, City Relief Bus Operators shall not be eligible to test for full-time Bus Operators until they have satisfactory service for a period of one (1) year from appointment to Step 1. (Article 7, Section 7, A.)

2. The Parties agree to modify the MOU in order to reflect the ability for Relief Bus Operators to test for full-time Bus Operator immediately following appointment. Article 7 – Transportation Department Employees (GTrans), Section 7 – Relief Bus Operator, A. through B. shall now read:

- A. Relief Bus Operators hired at any starting salary rate shall have the ability to test for full-time Bus Operator immediately following appointment.

- B. The Relief Bus Operator position is not intended to supplant the position of full-time Bus Operator.

- 1) As of July 1, 2015, the percentage of regular schedule runs filled by full-time Bus Operators is sixty percent (60%).

- 2) At each future shake-up, the CITY shall provide documentation to GMEA that full-time Bus Operators assignments represent at least sixty percent (60%) of all combined full-time, part-time, and Relief Bus Operator assignments.

It is the intent of the Parties that the agreed-to modifications, unless otherwise addressed in this Side Letter Agreement, shall be permanent changes to the MOU for its duration.

This Side Letter Agreement is not intended to waive the Parties' respective legal rights or the rights of the individual members of the GMEA under the laws of the State of California. Additionally, this Side Letter of Agreement is not meant to confer any new benefit, or to remove any prior benefit, other than what is provided for above.

Agreed to on this 5th day of SEPTEMBER, 2024 by the Parties' authorized representatives.

Representatives for the City:

Clint Osorio
CLINT OSORIO
CITY MANAGER

DATE: 9/5/24

Representatives for the GMEA:

Fred Quiel
FRED QUIEL
GMEA Business Representative

DATE: 9/3/24

*Local Council for
Jeremy Bastian*
JEREMY BASTIAN
GMEA President

DATE: 9/3/24