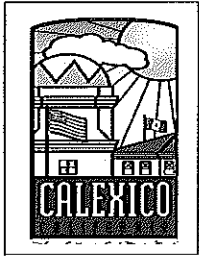


**AGENDA  
ITEM**

**8**



# AGENDA STAFF REPORT

**DATE:** April 7, 2021

**TO:** Mayor and City Council

**APPROVED BY:** Miguel Figueroa, City Manager *MF*

**PREPARED BY:** Denise Garcia, Human Resources/Risk Management Manager *Denise Garcia*

**SUBJECT:** Approve a Side Letter between the City of Calexico and the Calexico Management Association for the Term Beginning July 1, 2019 to June 30, 2023

=====

**Recommendation:**

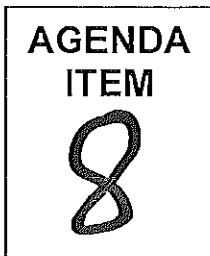
Approve the side letter between the City of Calexico and the Calexico Management Association for the term beginning July 1, 2019 to June 30, 2023.

**Background:**

The City agreed upon a Side Letter with the Management Association on March 19, 2021, amending the current Memorandum of Understanding, effective July 1, 2019 and expiring on June 30, 2023. City negotiators met and conferred in good faith with representatives of the Calexico Management Association regarding the group's petition to include the Human Resources/Risk Management (HR/RM) Manager position as a member of their group and for the Management Association to be exclusively recognized as the employee organization for this position.

**Discussion & Analysis:**

Dues for membership for the HR/RM position will be retroactively paid through payroll deduction beginning with the second pay period in March 2021. Wages, hours, and other terms and conditions of employment for the HR/RM position will be defined in the Management Association memorandum of understanding as well as the City's Personnel Rules and Regulations.



**Fiscal Impact:**

None. No additional changes to employee compensation or benefits are proposed outside of the adopted 2020-21 Fiscal Year Budget.

**Coordinated With:**

City Manager's Office  
Calexico Management Association  
City Attorney

**Attachment:**

Management Association Side Letter July 1, 2019 to June 30, 2023

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CRAIG E. JOHNSON  
BRIAN A. DIXON  
STEVEN W. WELTY  
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DALBIR K. CHOPRA  
CARLY M. MORAN  
DAVID R. DEMURJIAN  
R. CRAIG LUSJANI

All Correspondence to Sacramento Office  
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## Side Letter Agreement between the City of Calexico and the Calexico City Management Association.

This AMENDMENT NO. 1 to the Memorandum of Understanding covering the July 1, 2019 through June 30, 2023 period (hereinafter "MOU") by and between the City of Calexico (hereinafter "CITY") and the Calexico City Management Association (hereinafter "CMA") is entered into this 19th day of March, 2021.

WHEREAS, this AMENDMENT NO. 1 shall amend the terms of the existing MOU only as provided herein, and in no other way modify, change, alter, diminish, or increase the existing terms and/or conditions of the MOU.

NOW THEREFORE, in consideration of the foregoing promises and mutual covenants herein contained, the CITY and CMA agree as follows:

### AGREEMENT

The Addition of the **Human Resource /Risk Management Manager** employee position as set forth in Exhibit "A" under "Other Management Classification" of this MOU. Recognizing the position as a member of the CMA Collective Bargaining Unit.

Miguel Figueroa, City Manager  
City of Calexico

Jesus J. Berrano, President  
Calexico City Management  
Association

Jose J. Cueryo, Labor Relations Consultant  
Mastagni APC