

SIDE LETTER OF AGREEMENT #1

BETWEEN

CITY OF PICO RIVERA

AND

**SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 721, DIRECTORS UNIT**

This Side Letter of Agreement (Agreement) between the City of Pico Rivera (City) and the Service Employees International Union Local 721, Directors Unit (SEIU 721-Directors) (collectively Parties) is entered into with respect to the following:

WHEREAS, the Memorandum of Understanding (MOU) in effect (effective July 1, 2017 - June 30, 2020) for employees in this bargaining unit includes language that allows for minor updates when agreed upon by the City and the Association and its members; and

WHEREAS, the SEIU 721-Directors unit and City have met and conferred regarding an update to the terms of the MOU currently in effect.

NOW THEREFORE, the Parties agree to amend the following terms of the MOU:

**Article 6
Salaries**

Section A. COLAs:

Year Two:

The salary increase for Year Two of this agreement shall be the change in the Consumer Price Index (CPI-U) for the Los Angeles-Riverside-Orange region as published by the Department of Labor's Bureau of Labor Statistics (BLS), as measured from April 2017 to April 2018, but will not exceed five percent (5.0%).

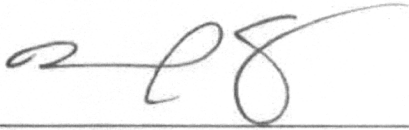
For Year Two of this agreement, the CPI as so measured is four percent (4.0%) according to the Bureau of Labor Statistics. The salary increase will be effective the first full pay period commencing on or after July 1, 2018 and salary ranges will be updated to reflect the four percent (4.0%) increase.

Year Three:

The salary increase shall be 3.0% for Year Three of this agreement. The Salary increase shall be effective the first full pay period commencing on or after July 1, 2019.

The adjusted salary ranges for reach classification represented by this bargaining unit are updated per the Section A COLA for Year Two and Year Three and are included as an attachment to this side letter and will be in effect for the remaining year of this MOU.

FOR THE CITY:

A handwritten signature in black ink, appearing to read 'MS', written over a horizontal line.

Michael Solorza
Director of Administrative Services

FOR THE UNION:

A handwritten signature in black ink, appearing to read 'SC', written over a horizontal line.

Steve Carmona
Association President