

**SIDE LETTER AGREEMENT AMENDING  
THE NOVEMBER 1, 2021 TO OCTOBER 31, 2024  
MEMORANDUM OF UNDERSTANDING BETWEEN  
THE CITY OF LOS ALAMITOS (“CITY”)  
AND THE TEAMSTERS LOCAL 911 (“TEAMSTERS”)**

The City of Los Alamitos (“City”) and TEAMSTERS LOCAL 911 (“TEAMSTERS”) (collectively, the “Parties”), having previously negotiated and executed a Memorandum of Understanding (MOU) for the period November 1, 2021 to October 31, 2024 (“MOU”), do hereby agree and adopt this side letter agreement (“Side Letter Agreement”) amending the MOU related to MOU Section 5 (SALARY SCHEDULE ADJUSTMENTS) specifically as follows:

**MOU SECTION 5 – SALARY SCHEDULE ADJUSTMENTS**

*Section 5 of the MOU shall be amended and restated as follows:*

*The City will increase the salary ranges of all represented classifications as provided below. Salary ranges shall be adjusted in accordance with the following:*

<i>Effective November 7, 2021,</i>	<i>2.5%</i>
<i>Effective the first full pay period following November 1, 2022,</i>	<i>2.0%</i>
<i>Effective the first full pay period following November 1, 2023, (Exhibit A)</i>	<i>2.0%</i>

*Effective the first full pay period following July 1, 2023, all members that are currently at Tier 2 and Tier 3 will move to Tier 1, at their current Step. Tier 3 and Tier 2 will be eliminated from the salary schedule and we will only have Tier 1. (Exhibit A)*

**Retention-Performance Bonus:**

*Effective July 1, 2023, upon completion of five (5) consecutive years of service as a Full Time Employee to the City of Los Alamitos, an employee will be eligible to receive a \$5,000 retention-performance bonus, and a \$10,000 retention-performance bonus at each five-year increment thereafter (i.e., years ten (10), fifteen (15), twenty (20) et cetera.). The retention-performance bonus will be awarded at each milestone evaluation/anniversary date where an employee earns at least a meets expectations (or equivalent) rating on his/her performance evaluation. This retention-performance bonus is not PERSable and will not be reported as pensionable compensation. The retention-performance bonus will be awarded on the milestone anniversary date only and not each year. The City will recognize one past milestone immediately from the employee’s current date of employment, if a milestone has passed.*

The Parties understand and agree that this side letter and the amendment to MOU Section 5, as stated above.

**TEAMSTERS LOCAL 911**

DocuSigned by:  
*Amanda McDowell*  
By: \_\_\_\_\_  
122D9581D4F5498  
Steward, Amanda McDowell

Date: 6/29/2023

**CITY OF LOS ALAMITOS**

DocuSigned by:  
*Chet Simmons*  
By: \_\_\_\_\_  
040A80B8E29D3EE  
City Manager, Chet Simmons

Date: 6/29/2023

**CALIFORNIA TEAMSTERS 911  
SALARY SCHEDULE  
EFFECTIVE JULY 2, 2023**

**EXHIBIT A**

CODE	CLASSIFICATION TITLE	TIER		STEP A	STEP B	STEP C	STEP D	STEP E		
110	Receptionist	1	HOURLY	18.14	19.04	20.01	20.99	22.04		
			MONTHLY	3,144.27	3,300.27	3,468.40	3,638.27	3,820.27		
			ANNUAL	37,731.20	39,603.20	41,620.80	43,659.20	45,843.20		
120	Records Clerk	1	HOURLY	21.29	22.36	23.48	24.65	25.90		
			MONTHLY	3,690.27	3,875.73	4,069.87	4,272.67	4,489.33		
			ANNUAL	44,283.20	46,508.80	48,838.40	51,272.00	53,872.00		
125	Maintenance Worker	1	HOURLY	22.82	23.95	25.14	26.39	27.72		
			MONTHLY	3,955.47	4,151.33	4,357.60	4,574.27	4,804.80		
			ANNUAL	47,465.60	49,816.00	52,291.20	54,891.20	57,657.60		
126	Maintenance Worker 1	1	HOURLY	23.96	25.16	26.42	27.73	29.13		
			MONTHLY	4,153.07	4,361.07	4,579.47	4,806.53	5,049.20		
			ANNUAL	49,836.80	52,332.80	54,953.60	57,678.40	60,590.40		
130	Secretary	1	HOURLY	24.21	25.43	26.69	28.02	29.43		
			MONTHLY	4,196.40	4,407.87	4,626.27	4,856.80	5,101.20		
			ANNUAL	50,356.80	52,894.40	55,515.20	58,281.60	61,214.40		
135	Records Specialist	1	HOURLY	25.18	26.44	27.76	29.16	30.62		
			136	Community Liaison Officer	MONTHLY	4,364.53	4,582.93	4,811.73	5,054.40	5,307.47
					ANNUAL	52,374.40	54,995.20	57,740.80	60,652.80	63,689.60
140	Senior Maintenance Worker	1	HOURLY	26.50	27.83	29.22	30.67	32.21		
			145	Finance Assistant	MONTHLY	4,593.33	4,823.87	5,064.80	5,316.13	5,583.07
					150	Mechanic	ANNUAL	55,120.00	57,886.40	60,777.60
152	Planning Aide									
155	Recreation Coordinator	1	HOURLY	26.73	28.09	29.49	30.97	32.52		
			157	Recreation Coordinator/ Graphic Design	MONTHLY	4,633.20	4,868.93	5,111.60	5,368.13	5,636.80
					ANNUAL	55,598.40	58,427.20	61,339.20	64,417.60	67,641.60
160	Department Secretary	1	HOURLY	27.27	28.63	30.08	31.59	33.16		
			MONTHLY	4,726.80	4,962.53	5,213.87	5,475.60	5,747.73		
			ANNUAL	56,721.60	59,550.40	62,566.40	65,707.20	68,972.80		
305	Senior Finance Assistant	1	HOURLY	29.42	30.90	32.44	34.05	35.74		
			MONTHLY	5,099.47	5,356.00	5,622.93	5,902.00	6,194.93		
			ANNUAL	61,193.60	64,272.00	67,475.20	70,824.00	74,339.20		
170	Assistant Planner	1	HOURLY	30.50	32.03	33.62	35.31	37.07		
			175	Code Enforcement Officer	MONTHLY	5,286.67	5,551.87	5,827.47	6,120.40	6,425.47
					ANNUAL	63,440.00	66,622.40	69,929.60	73,444.80	77,105.60
180	Maintenance Foreman	1	HOURLY	30.76	32.30	33.92	35.60	37.39		
			185	Master Mechanic	MONTHLY	5,331.73	5,598.67	5,879.47	6,170.67	6,480.93
					ANNUAL	63,980.80	67,184.00	70,553.60	74,048.00	77,771.20

## CALIFORNIA TEAMSTERS 911

EXHIBIT A

## SALARY SCHEDULE

EFFECTIVE JULY 2, 2023

CODE	CLASSIFICATION TITLE	TIER		STEP A	STEP B	STEP C	STEP D	STEP E
205	Lead Foreman	1	HOURLY	32.76	34.40	36.13	37.93	39.82
			MONTHLY	5,678.40	5,962.67	6,262.53	6,574.53	6,902.13
			ANNUAL	68,140.80	71,552.00	75,150.40	78,894.40	82,825.60
210	Accountant	1	HOURLY	34.71	36.45	38.27	40.17	42.18
			MONTHLY	6,016.40	6,318.00	6,633.47	6,962.80	7,311.20
			ANNUAL	72,196.80	75,816.00	79,601.60	83,553.60	87,734.40
195	Associate Planner	1	HOURLY	34.38	36.11	37.89	39.81	41.77
			MONTHLY	5,959.20	6,259.07	6,567.60	6,900.40	7,240.13
			ANNUAL	71,510.40	75,108.80	78,811.20	82,804.80	86,881.60
220	Management Analyst	1	HOURLY	39.05	40.99	43.04	45.20	47.45
			MONTHLY	6,768.67	7,104.93	7,460.27	7,834.67	8,224.67
			ANNUAL	81,224.00	85,259.20	89,523.20	94,016.00	98,696.00

**CALIFORNIA TEAMSTERS 911**  
**SALARY SCHEDULE**  
**EFFECTIVE NOVEMBER 5, 2023**

**EXHIBIT A**

CODE	CLASSIFICATION TITLE	TIER		STEP A	STEP B	STEP C	STEP D	STEP E
110	Receptionist	1	HOURLY	18.50	19.42	20.41	21.41	22.48
			MONTHLY	3,206.67	3,366.13	3,537.73	3,711.07	3,896.53
			ANNUAL	38,480.00	40,393.60	42,452.80	44,532.80	46,758.40
120	Records Clerk	1	HOURLY	21.72	22.81	23.95	25.14	26.42
			MONTHLY	3,764.80	3,953.73	4,151.33	4,357.60	4,579.47
			ANNUAL	45,177.60	47,444.80	49,816.00	52,291.20	54,953.60
125	Maintenance Worker	1	HOURLY	23.28	24.43	25.64	26.92	28.27
			MONTHLY	4,035.20	4,234.53	4,444.27	4,666.13	4,900.13
			ANNUAL	48,422.40	50,814.40	53,331.20	55,993.60	58,801.60
126	Maintenance Worker 1	1	HOURLY	24.44	25.66	26.95	28.28	29.71
			MONTHLY	4,236.27	4,447.73	4,671.33	4,901.87	5,149.73
			ANNUAL	50,835.20	53,372.80	56,056.00	58,822.40	61,796.80
130	Secretary	1	HOURLY	24.69	25.94	27.22	28.58	30.02
			MONTHLY	4,279.60	4,496.27	4,718.13	4,953.87	5,203.47
			ANNUAL	51,355.20	53,955.20	56,617.60	59,446.40	62,441.60
135	Records Specialist	1	HOURLY	25.68	26.97	28.32	29.74	31.23
			MONTHLY	4,451.20	4,674.80	4,908.80	5,154.93	5,413.20
			ANNUAL	53,414.40	56,097.60	58,905.60	61,859.20	64,958.40
136	Community Liaison Officer	1	HOURLY	25.68	26.97	28.32	29.74	31.23
			MONTHLY	4,451.20	4,674.80	4,908.80	5,154.93	5,413.20
			ANNUAL	53,414.40	56,097.60	58,905.60	61,859.20	64,958.40
140	Senior Maintenance Worker	1	HOURLY	27.03	28.39	29.80	31.28	32.85
			MONTHLY	4,685.20	4,920.93	5,165.33	5,421.87	5,694.00
			ANNUAL	56,222.40	59,051.20	61,984.00	65,062.40	68,328.00
145	Finance Assistant	1	HOURLY	27.03	28.39	29.80	31.28	32.85
			MONTHLY	4,685.20	4,920.93	5,165.33	5,421.87	5,694.00
			ANNUAL	56,222.40	59,051.20	61,984.00	65,062.40	68,328.00
150	Mechanic	1	HOURLY	27.03	28.39	29.80	31.28	32.85
			MONTHLY	4,685.20	4,920.93	5,165.33	5,421.87	5,694.00
			ANNUAL	56,222.40	59,051.20	61,984.00	65,062.40	68,328.00
152	Planning Aide	1	HOURLY	27.03	28.39	29.80	31.28	32.85
			MONTHLY	4,685.20	4,920.93	5,165.33	5,421.87	5,694.00
			ANNUAL	56,222.40	59,051.20	61,984.00	65,062.40	68,328.00
155	Recreation Coordinator	1	HOURLY	27.26	28.65	30.08	31.59	33.17
			MONTHLY	4,725.07	4,966.00	5,213.87	5,475.60	5,749.47
			ANNUAL	56,700.80	59,592.00	62,566.40	65,707.20	68,993.60
157	Recreation Coordinator/ Graphic Design	1	HOURLY	27.26	28.65	30.08	31.59	33.17
			MONTHLY	4,725.07	4,966.00	5,213.87	5,475.60	5,749.47
			ANNUAL	56,700.80	59,592.00	62,566.40	65,707.20	68,993.60
160	Department Secretary	1	HOURLY	27.82	29.20	30.68	32.22	33.82
			MONTHLY	4,822.13	5,061.33	5,317.87	5,584.80	5,862.13
			ANNUAL	57,865.60	60,736.00	63,814.40	67,017.60	70,345.60
305	Senior Finance Assistant	1	HOURLY	30.01	31.52	33.09	34.73	36.45
			MONTHLY	5,201.73	5,463.47	5,735.60	6,019.87	6,318.00
			ANNUAL	62,420.80	65,561.60	68,827.20	72,238.40	75,816.00
170	Assistant Planner	1	HOURLY	31.11	32.67	34.29	36.02	37.81
			MONTHLY	5,392.40	5,662.80	5,943.60	6,243.47	6,553.73
			ANNUAL	64,708.80	67,953.60	71,323.20	74,921.60	78,644.80
175	Code Enforcement Officer	1	HOURLY	31.11	32.67	34.29	36.02	37.81
			MONTHLY	5,392.40	5,662.80	5,943.60	6,243.47	6,553.73
			ANNUAL	64,708.80	67,953.60	71,323.20	74,921.60	78,644.80
180	Maintenance Foreman	1	HOURLY	31.38	32.95	34.60	36.31	38.14
			MONTHLY	5,439.20	5,711.33	5,997.33	6,293.73	6,610.93
			ANNUAL	65,270.40	68,536.00	71,968.00	75,524.80	79,331.20
185	Master Mechanic	1	HOURLY	31.38	32.95	34.60	36.31	38.14
			MONTHLY	5,439.20	5,711.33	5,997.33	6,293.73	6,610.93
			ANNUAL	65,270.40	68,536.00	71,968.00	75,524.80	79,331.20

**CALIFORNIA TEAMSTERS 911  
SALARY SCHEDULE  
EFFECTIVE NOVEMBER 5, 2023**

**EXHIBIT A**

CODE	CLASSIFICATION TITLE	TIER		STEP A	STEP B	STEP C	STEP D	STEP E
205	Lead Foreman	1	HOURLY	33.42	35.09	36.85	38.69	40.62
			MONTHLY	5,792.80	6,082.27	6,387.33	6,706.27	7,040.80
			ANNUAL	69,513.60	72,987.20	76,648.00	80,475.20	84,489.60
210	Accountant	1	HOURLY	35.40	37.18	39.04	40.97	43.02
			MONTHLY	6,136.00	6,444.53	6,766.93	7,101.47	7,456.80
			ANNUAL	73,632.00	77,334.40	81,203.20	85,217.60	89,481.60
195	Associate Planner	1	HOURLY	35.07	36.83	38.65	40.61	42.61
			MONTHLY	6,078.80	6,383.87	6,699.33	7,039.07	7,385.73
			ANNUAL	72,945.60	76,606.40	80,392.00	84,468.80	88,628.80
220	Management Analyst	1	HOURLY	39.83	41.81	43.90	46.10	48.40
			MONTHLY	6,903.87	7,247.07	7,609.33	7,990.67	8,389.33
			ANNUAL	82,846.40	86,964.80	91,312.00	95,888.00	100,672.00