

**ATTACHMENT C**

**CITY OF PARAMOUNT AND TEAMSTERS LOCAL 911  
LETTER OF AGREEMENT  
RE: EXTENSION OF 2022-25 MOU and PROVISION OF OTHER BENEFITS**

WHEREAS, the City of Paramount ("City") and Teamsters Local 911 ("Teamsters") reached agreement on a Memorandum of Understanding covering the period June 8, 2022 to June 30, 2025 ("2022-25 MOU"); and

WHEREAS, the 2022-25 MOU Article Four Section 1.B and 1.C provided that "Effective the first day of the first full pay period in July 2023, the base salary ranges for the represented classifications shall be increased three percent (3%)" and that "effective the first day of the first full pay period in July 2024, the base salary ranges for the represented classifications shall be increased two and one-half percent (2.5%);" and

WHEREAS, the City passed Resolution No. 23:025 that provides an increase to Deferred Compensation Match, Personal Holiday Leave Policy, and Draw Down, Payout and Archive Banked Hours Policy on or about June 23, 2023; and

WHEREAS, on July 13, 2023, the City and Teamsters approved a Letter of Agreement to extend the term of the 2022-25 MOU and increase base salaries; and

WHEREAS, the City has determined that it will offer a Mental Health Day Off, deferred compensation match, and Vacation Cash Out benefit to its unrepresented employees and Teamsters has an interest in having those same benefits provided to its represented employees; and

WHEREAS, the City and Teamsters have discussed switching the observation of the 2025 Cesar Chavez holiday with December 23, 2024 to allow for a longer holiday break during the week of Christmas.

THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. The benefits set forth in Resolution No. 23:025 that provides an increase to Deferred Compensation Match, Personal Holiday Leave Policy, and Draw Down, Payout and Archive Banked Hours Policy are also provided to Teamsters-represented employees.
2. The City will adopt and implement a Mental Health Day benefit and policy as set forth in Attachment "A" to this Letter of Agreement that will apply to Teamsters-represented employees.

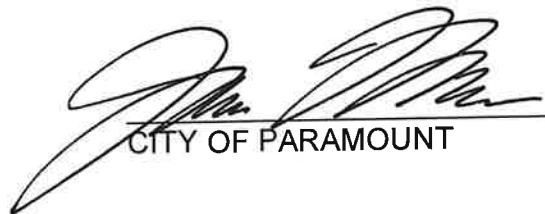
2. The City will adopt and implement a Vacation Cash Out benefit and policy as set forth in Attachment "B" to this Letter of Agreement that will apply to Teamsters-represented employees.
4. The City will provide a deferred compensation match for any 457(b) contributions made by full-time employees up to \$700 on a dollar for dollar basis, in FY 2024-25 only.
5. The City and Teamsters agree that during fiscal year 2024-2025 only, the Cesar Chavez holiday will not be observed in March 2025 and instead employees will be provided with holiday leave on December 23, 2024.

**IT IS SO AGREED**

DATE: 7/2/24

  
TEAMSTERS LOCAL 1911

DATE: 7/2/24

  
CITY OF PARAMOUNT