

**CITY OF PARAMOUNT AND TEAMSTERS LOCAL 911
LETTER OF AGREEMENT
EXTENSION OF 2022-25 MOU**

WHEREAS, the City of Paramount ("City") and Teamsters Local 911 ("Teamsters") (collectively "Parties") 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 and Teamsters have met and conferred to extend the term of the 2022-25 MOU and increase base salaries; and

WHEREAS the City Council of the City of Paramount authorized the proposed extension at its meeting on June 27, 2023.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PARAMOUNT AS FOLLOWS:

SECTION 1. The above recitations are true and correct.

SECTION 2. Therefore, the Parties agree as follows:

1. Amend Article Two, Section 2 of the 2022-25 MOU to extend the term of the MOU to June 30, 2026.
2. The July 2023 base salary increase shall be five percent (5%) instead of the three percent (3%) in the 2022-25 MOU.
3. The City will provide a base salary increase in July 2025 based on the following:
 - a) Actual twelve-month rolling change in the CPI-U percentage using Los Angeles-Orange County BLS index as of February 2025.
 - b) The base salary increase will be a minimum of two percent (2%) and up to a maximum of four percent (4%).
 - c) This base salary increase will be implemented on the first day of the first full pay period in July 2025.

SECTION 3. This Resolution shall take effect immediately upon its adoption.

PASSED, APPROVED, and ADOPTED by the City Council of the City of Paramount this 27th day of June 2023.

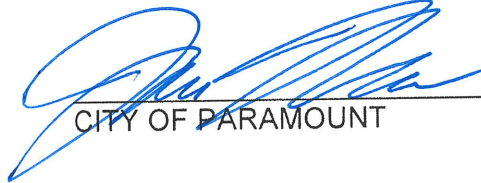
[SIGNATURES ON NEXT PAGE]

IT IS SO AGREED

DATE: 7/12/2023


TEAMSTERS LOCAL 911

DATE: 7/13/2023


CITY OF PARAMOUNT