

**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") (collectively "Parties") reached agreement on a Memorandum of Understanding covering the period June 8, 2022 to June 30, 2025 ("2022-25 MOU"); and

WHEREAS, on July 13, 2023, the City and Teamsters approved a Letter of Agreement to extend the term of the 2022-25 MOU to June 30, 2026; increased the July 2023 base salary to five percent (5%); and provided a base salary increase for July 2025 to a minimum of two percent (2%) and up to a maximum of four percent (4%); and

WHEREAS, on June 25, 2024, the City Council approved the additional benefits as follows: one mental health day granted annually; deferred comp 457 match up to \$700 in FY 2024-25; annual vacation cashout up to 60 hours; and the swap of the 2025 Cesar Chavez holiday with December 23, 2024; and

WHEREAS, on February 25, 2025, City Council approved the addition of the Juneteenth holiday to be observed on June 19 annually, starting in 2025;

WHEREAS, on June 10, 2025, the City Council approved the City's FY 2025-26 operating budget that included specific salary adjustments, and employee benefit enhancements offered to all employees;

WHEREAS, the City Manager has proposed changes to the personnel manual that includes non-benefits related changes that are necessary for language cleanup, clarification for statutory compliance, and to update the policies to match current practices; and

WHEREAS, the City and Teamsters have met and conferred to amend the terms of the 2022-25 MOU, increase specific employee benefits and amend the Personnel Manual; and

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. The cost-of-living salary adjustment of 3.25% shall also be provided to Teamsters-represented employees effective July 12, 2025, as shown in the City's Resolution 25:020 adopting the salary schedule.

2. The eligible benefits set forth in Resolution No. 25:025 that provides an increase to Deferred Compensation Match, shall also be provided to Teamsters-represented employees.
3. 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 2025-26 only. This change is incorporated in the amended personnel manual.
4. The City and Teamsters agree that during fiscal year 2025-26 only, the Cesar Chavez holiday will not be observed in March 2026 and instead employees will be provided with holiday leave on December 26, 2025. This change is incorporated in the amended personnel manual.
5. The City and Teamsters agree with the terms and conditions included in this Letter of Agreement (Attachment "C") and agree with the proposed changes in the amended personnel manual.

IT IS SO AGREED

DATE: 7/3/2025


TEAMSTERS LOCAL 1911

DATE: 7/7/25


CITY OF PARAMOUNT