
**Side Letter of Agreement
Between the City of Simi Valley and
Service Employees International Union 721 (SEIU 721)**

The City of Simi Valley ("CITY") and Service Employees International Union SEIU, Local 721 ("UNION") have met, conferred, and reached an agreement on this Side Letter of Agreement to the Memorandum of Agreement ("MOA") between the CITY and the UNION. This Side Letter of Agreement shall replace all prior language under Section III, Section III, Article 6 of the MOA related to bilingual pay assignments. The agreement reached by the parties is not intended to supersede any of the other terms and conditions of employment contained in the MOA.

Article 6. – Bilingual Pay

The City shall provide additional salary compensation of \$50.00 per month for up to six employees who are conversant in Spanish or another foreign language and who are required, in the normal course of their duties, to communicate in Spanish or that other foreign language with members of the public. The need to apply this additional salary compensation for another foreign language other than Spanish shall be at the sole discretion of the City Manager or their designee. Employees receiving this bilingual pay stipend must be certified as conversant in Spanish or that other foreign language by an examination developed and/or approved for use by the City's Human Resources Division. In addition, such employees shall recognize that there may be occasions when their bilingual skills may be requested outside of the employee's regular work schedule or duties; if this occurs, such employee will receive overtime pay for actual time worked.

The following job classifications shall be pre-designated as receiving the bilingual pay when vacant and funded:

- One Counter Services Technician I/II at City Hall
- One Customer Services Representative or Senior Customer Services Representative at City Hall
- One Records Technician I/II or Senior Police Records Technician at Police Department
- One Police Services Officer at Police Department
- One Transit Dispatcher or Senior Transit Dispatcher in Transit (Public Works-Public Services Center)
- One Environmental Compliance Inspector in Public Works (Public Services Center)

Those employees currently receiving the bilingual pay as of September 2024 are in Vehicle Maintenance (Public Works-Public Services Center), Transit (Public Works), and Building Inspection (Environmental Services-City Hall). Any current employee receiving the additional pay for providing bilingual services will stop receiving the additional pay at such time as one of the other pre-designated vacancies are filled within the same area. In other words, if a pre-designated City Hall position is filled, then the current employee

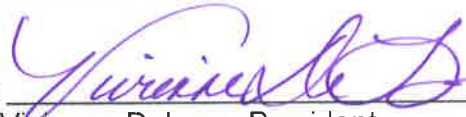
in Building Inspection at City Hall would stop receiving the bilingual stipend the day prior to the effective date of the new hire.

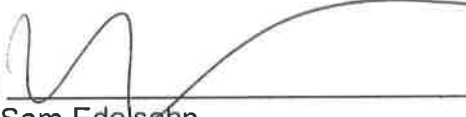
In the interim, the City Manager has the discretion to apply the bilingual pay to other positions that justify the need for bilingual services to the public up to the six positions overall. This could also include moving the bilingual pay from one position to another when appropriate at the sole discretion of the City Manager or their designee.

In addition to the number of employees provided bilingual pay in the paragraphs above, the City shall provide the same salary compensation stipend for any qualified Police Dispatcher or Communications Supervisor working in Police Dispatch. Qualification will be determined by the Chief of Police based on the benefit of providing bilingual service to members of the public. Employees will be tested for fluency and certified by examination prior to receiving this stipend.

This Side Letter of Agreement is executed this 25th day of September 2024, by the employer-employee relations representative whose signatures appear below for their respective organizations.

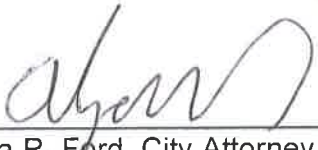
For the UNION:

By: 
Vivienne DeLuca, President
SEIU Local 721

By: 
Sam Edelson
Worksite Organizer, SEIU Local 721

For the CITY:

By: 
Samantha C. Argabrite, City Manager
City of Simi Valley

By: 
Algeria R. Ford, City Attorney
City of Simi Valley