

**SIDE LETTER OF AGREEMENT  
BETWEEN  
THE CITY OF LA HABRA  
AND  
THE LA HABRA MUNICIPAL EMPLOYEES ASSOCIATION**

The City of La Habra ("City") and the La Habra Municipal Employees' Association ("MEA") have met and conferred and agreed to the following amendment to the current July 1, 2018 – June 30, 2021 Memorandum of Understanding ("MOU") between the parties. All other terms and conditions of the MOU for July 1, 2018 – June 30, 2021, shall remain in force and effect, except as to the specific changes as stated below.

The parties seek to modify Article II – Compensation, Section I. Salary of the MOU to include Furloughs.

The City and the MEA mutually agree to amend Article II, Section I to reflect the language as shown below.

**SECTION I. Salary Schedule:**

Effective the first pay period of the Fiscal Year 20-21, beginning on July 4, 2020, all employees whose positions are either partially or wholly funded by the General Fund, shall take 130 unpaid furlough hours by June 18, 2021. Employees whose positions are completely funded from non-General Fund sources will be exempt from unpaid furloughs, provided those non-General Fund sources continue. Unpaid furlough hours will be scheduled at the discretion of the Department Directors; however, approximately 65 unpaid hours shall be taken by December 31, 2020, and the remaining hours shall be taken between January 1, 2021 and June 18, 2021. The City retains the right to reduce the amount of unpaid furlough hours at its sole discretion. This furlough program shall automatically terminate on July 1, 2021, unless renegotiated.

Dated this 24 day of June, 2020

**CITY OF LA HABRA**

  
\_\_\_\_\_  
Jim Sadro, City Manager

**LA HABRA MEA**

  
\_\_\_\_\_  
Steven Ballard

  
\_\_\_\_\_  
Jose Ramirez

  
\_\_\_\_\_  
Randy Stephens

  
\_\_\_\_\_  
Robert Lizarraga

  
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Brett Christensen