

Exhibit 1

**SIDE LETTER AGREEMENT**  
**BY AND BETWEEN THE CITY OF CARSON AND**  
**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES UNION ("AFSCME"),**  
**COUNCIL 36, LOCAL 809**

**WHEREAS**, pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA"; Gov't Code §§ 3500 *et seq.*), the City of Carson ("City") may adopt reasonable rules and regulations for the administration of employer-employee relations, and must meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of recognized employee organizations for City employee bargaining units; and

**WHEREAS**, the City has and continues to recognize the American Federation of State, County and Municipal Employees Union ("AFSCME"), Council 36, Local 809 as the sole exclusive bargaining agent for those City employees designated as being in the Clerical and Technical Unit, the Crafts and Trades Unit, and the Professional/Middle Management Unit for all matters concerning wages, hours and working conditions; and

**WHEREAS**, the City met with AFSCME 809 on April 16, 2024, regarding using a contractor to conduct mowing and landscape maintenance for City parks, the Corporate Yard, Carson Event Center, and City Hall so that staff could concentrate their technical expertise on existing deferred maintenance.

**Now, therefore, having met in good faith to remedy the aforementioned issues and resolve these matters going forward, the City of Carson and AFSCME 809, agree to the following:**

1. The City and AFSCME 809 agree that the City will expedite the recruitment of three (3) Groundworker vacancies and one (1) Irrigation Technician.
2. The City will provide AFSCME 809 with a copy of the Park Maintenance Position Control Report.
3. Staff will request the council to consider two (2) new full-time Assistant Groundworker positions for the 24'/25' budget (utilizing existing part-time allocations).
4. The City agrees to ensure park maintenance staff have a sufficient budget and the appropriate resources to conduct their daily tasks.
5. The City agrees to expand outreach and scope of part-time/labor recruitments by actively engaging trade schools, colleges, high schools, and community centers.
6. The City and AFSCME 809 agree that the contract term will be for one (1) year with two (2) optional (1) year renewals.
7. The City and AFSCME 809 agree to meet and confer in March 2025 to reassess staff vacancies and existing deferred maintenance progress.

**IT IS SO AGREED:**

**For AFSCME 809:**


**For City of Carson:**



Tony Rodriguez, President

5/1/24

Date



Limasene Tuuu, Vice President

5/1/24

Date

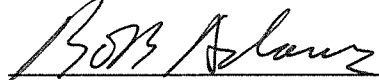


Nancy Rusas, Secretary

5/1/24

Date

**APPROVED AS TO FORM**



Bob Adams

Business Representative, Council 36

David Roberts, City Manager

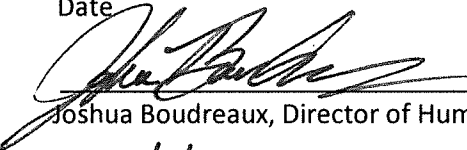
Date



Dr. Robert Lennox, Assistant City Manager

5/1/24

Date



Joshua Boudreaux, Director of Human Resources

5/1/24

Date

Pam K. Lee, Esq.

Counsel for the City of Carson