

**AMENDMENT NO. 1 TO CONTRACT NO. 2025-61-CC -
THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SOUTH GATE AND
THE SOUTH GATE PROFESSIONAL MID-MANAGEMENT ASSOCIATION**

This Amendment No. 1 to Contract No. 2025-61-CC, the 2025-26 Memorandum of Understanding ("Amendment"), is dated October 1, 2025, by and between the City of South Gate and the South Gate Professional Mid-Management Association.

RECITALS

- A. The City of South Gate ("City") has recognized and continues to recognize the South Gate Professional Mid-Management Association, (the "Association" or "PMMA"), as the duly recognized employee organization for its members employed by the City of South Gate in an employee group defined by Resolution No. 4508 (Employer-Employee Relations Resolution) (8.2.1) of the City Council of South Gate as "All sworn employees in the Police Department except Management and Confidential Employees."
- B. The City and PMMA previously entered into a Memorandum of Understanding ("MOU"), dated October 1, 2025, for the period July 1, 2025 through June 30, 2026, which set forth the wages, hours and other terms and conditions of employment for employees in the South Gate Professional Mid-Management Association.
- C. The most current MOU between the City and the PMMA expired on June 30, 2026.
- D. The City's Representatives and the Association have successfully met and conferred in good faith to negotiate this Amendment to the current MOU pursuant to both the Meyers-Milias-Brown Act ("MMBA") (Government Code Sections 3500-3511) and the City's Employer-Employee Relations Resolution ("Resolution No. 4508"), and have jointly prepared and executed this Amendment which reflects the agreed-upon modified terms of, and additional new terms to, the existing MOU. All terms and conditions of the existing MOU shall continue unless expressly modified herein.
- E. The City and the Association desire to amend the current MOU as provided herein.

AGREEMENT

ARTICLE I

GENERAL PROVISIONS

This Section 4 replaces and supersedes Section 4 of the 2025-26 MOU:

SECTION 4 DURATION

The duration of this MOU, as amended herein, shall be extended through December 31, 2026.

This Section 18 replaces and supersedes Section 18 of the 2025-26 MOU:

SECTION 7 NEGOTIATIONS

The Parties agree that negotiations for any successor MOU may open by mutual consent, but no earlier than December 1, 2026.

The Amendment No. 1 to this MOU shall become effective only after adoption by the City Council of the City of South Gate following ratification by the members of the Association.

Amendment No. 1 to Contract No. 2025-61-CC -
the 2025-26 Memorandum of Understanding
between the City of South Gate and
the South Gate Professional Mid-Management Association

~Signature page~

The City and the Association acknowledge that this Agreement is entered into the 25 day of August 2026 and is subject to it being executed by authorized representatives.

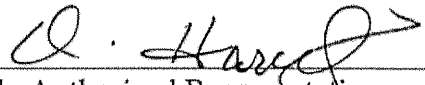
CITY OF SOUTH GATE:



Joshua Baron, Mayor

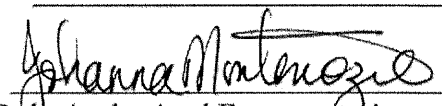
Date: 8/25/26

SOUTH GATE PROFESSIONAL MID-
MANAGEMENT ASSOCIATION:

By: 

Its Duly Authorized Representative

Date: 7.30.26

By: 

Its Duly Authorized Representative

Date: 07/30/2026

ATTEST:



Yodit Glaze, City Clerk

(SEAL)

APPROVED AS TO FORM:



Raul F. Salinas, City Attorney



Robert Feria, Chief Negotiator, SEIU 721