

**LETTER OF AGREEMENT  
BETWEEN THE ENGINEERS AND ARCHITECTS ASSOCIATION (EAA) AND  
THE CITY OF LOS ANGELES**

WHEREAS, the Engineers and Architects Association ("EAA") and the City of Los Angeles ("City") agree that the City's current financial condition requires immediate cost savings measure in FY 2020/21,

THEREFORE, EAA AND THE CITY HEREBY AGREE AS FOLLOWS:

- On Tuesday, November 3, 2020, all civilian employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations and MOU provisions.
- On Friday April 2, 2021, all civilian employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations and MOU provisions.
- Add a one-time paid eight (8) hour floating holiday to FY 2020/21.
- Defer the payment of the excess sick leave cash payout from January 2021 to January 2022. The deferred payment shall be made at the current rate/wage of the employee at the time of the payout.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Letter of Agreement the day, month, and year written below.

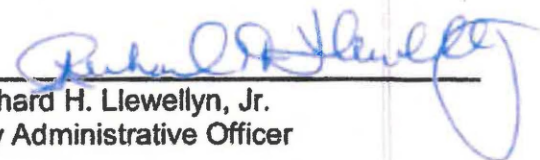
**FOR EAA:**

  
\_\_\_\_\_  
Steven E. Belhumeur, Executive Director

Date

10/1/2020

**FOR THE CITY:**

  
\_\_\_\_\_  
Richard H. Llewellyn, Jr.  
City Administrative Officer

Date

10/2/2020

**Approved as to Form and Legality:**

  
\_\_\_\_\_  
Office of the City Attorney

Date

10/2/2020