

SIDE LETTER OF AGREEMENT

BETWEEN

THE CITY OF LAGUNA BEACH

AND

THE LAGUNA BEACH POLICE EMPLOYEES' ASSOCIATION

This Side Letter of Agreement ("Agreement") between the City of Laguna Beach ("City") and the Laguna Beach Police Employees' Association ("LBPEA") is entered into with respect to the following:

WHEREAS, the parties are currently parties to a Memorandum of Understanding (MOU) with a term of January 1, 2023 through December 31, 2025; and

WHEREAS, the City has informed the LBPEA that it will no longer have a Personnel Board to hear disciplinary appeals; and


WHEREAS, the City and the LBPEA desire to modify their MOU to reflect that the Personnel Board will no longer hear disciplinary appeals and that an administrative law judge will hear such appeals; and

WHEREAS, the following sets forth the parties' Agreement:

1. The City and the LBPEA agree that effective July 22, 2025 to Article 4.7 of their MOU is modified as can be seen by the track changes below:

4.7 Right of Appeal: Employees shall, have the right of appeal to an Administrative Law Judge from the Office of Administrative Hearings within seven (7) days of any disciplinary action indicated under Section 2.24.120 of the Laguna Beach Municipal Code, except in instances where the right of appeal is specifically prohibited by the Personnel Ordinance. The Administrative Law Judge will issue an advisory decision to the City Manager. The City Manager will, within thirty (30) days, issue their final decision on the appeal. The employee has the right to appeal the City Manager's decision in accordance with California Code of Civil Procedure section 1094.6 which provides a 90-day statute of limitations.


FOR THE CITY OF LAGUNA BEACH


Dave Kiff (Jul 29, 2025 08:09:26 PDT)

Dave Kiff,
City Manager

07/29/2025

Date



Aggie Nesh,
Director of Human Resources &

07/30/2025

Date

Risk Management

Michael Com

07/28/2025

Michael Com,
Senior Management Analyst

Date

Peter Brown

07/28/2025

Peter Brown (Jul 28, 2025 19:40:07 PDT)
Peter Brown, Labor Negotiator

Date

FOR THE LAGUNA BEACH POLICE EMPLOYEES' ASSOCIATION

Brian Griep

07/30/2025

Brian Griep (Jul 30, 2025 20:03:34 PDT)
Brian Griep, President PEA

Date

Damian Stafford

07/29/2025

Damian Stafford (Jul 29, 2025 10:06:16 PDT)
Damian Stafford, PEA
Labor Relations Representative

Date











Side Letter of Agreement with the LBPEA re disciplinary appeal process


Final Audit Report

2025-07-31

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 Agreement completed.

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