

SIDE LETTER OF AGREEMENT

City of Hawthorne And Hawthorne Police Management Supervisory Group ("HPMSG")

This side letter agreement is entered by and between the City of Hawthorne ("City") and the Hawthorne Police Management Supervisory Group ("HPMSG") with respect to the following:

WHEREAS, HPMSG and the City have entered into a Memorandum of Understanding ("MOU") between them that governs generally the wages, hours and other terms and conditions of employment of the classifications represented by the HPMSG; and

WHEREAS, the HPMSG has agreed to temporarily bank all unused vacation hours and not exercise the cash out provisions set forth in Article 14 (Vacation) and Article 15 (Sick Leave) of the MOU during the 2020-2021 fiscal year for non-separating employees in an effort to assist the City with the budgetary issues associated with COVID-19.

NOW THEREFORE, the City and HPMSG agree to temporarily amend Article 14 and Article 15 of the MOU as follows:

1. Article 14 of the MOU, Section E shall be amended to read as follows:
Notwithstanding the above, the Association agrees to bank all unused vacation hours and not exercise the cash out provisions above during fiscal year 2020-2021. This includes the cash out scheduled for June of 2020. All employees agree that there will not be an unused vacation check issued (to non-separating employees) during this fiscal year. The banked hours will be carried over to the employee's leave bank in excess of the accrual cap.
2. Article 15 of the MOU, Section 15.2, subsection 11, shall be amended to read as follows: Notwithstanding subsection 10, above, the Association agrees to bank all unused sick hours and not exercise the cash out provisions during fiscal year 2020-2021. All employees agree that there will not be an unused sick leave check issued (to non-separating employees) during this fiscal year. The banked hours will be carried over to the employee's leave bank in excess of the accrual cap.
3. All other existing wages, hours and other terms and conditions of employment shall remain in full force and effect throughout the term of the MOU, as interpreted herein.

FOR THE CITY OF HAWTHORNE



Arnold Shadbehr, City Manager

5/27/20

Date

FOR THE HAWTHORNE POLICE MANAGEMENT SUPERVISORY GROUP
("HPMSG")



Chris Komathy, HPMSG Representative

5/8/20

Date