



SIDE LETTER OF AGREEMENT

CITY OF HAWTHORNE  
AND  
HAWTHORNE EXECUTIVE GROUP (HEG)

This side letter is executed pursuant to the June 1, 2016 – June 30, 2021 Memorandum of Understanding (MOU) between the City of Hawthorne and the Hawthorne Executive Group. The City and HEG have met and conferred in good faith and have reached agreement to modify articles within the MOU. All other terms and conditions of the MOU for July 1, 2016 – June 30, 2021, shall remain in full force and effect except as to the specific changes stated below.

**Article 6 – Section 6.5 C Provisions and Payment of Sick Leave:**

The City and HEG would like to rescind the provisions in the prior Side Letter Agreement approved on May 26, 2020, related to suspending cash payments of sick leave for effective dates of May 26, 2020 to June 30, 2021.

This side letter of agreement was approved by the City Council on November 24, 2020.

For the City:

Erick B. Lee, City Manager

Christine Tomikawa  
Director of Human Resources

For HEG:

Alison Stevens, HEG President

Vontray Norris, HEG Vice President