

SIDE LETTER OF AGREEMENT

***City of Hawthorne And
Hawthorne Police Officers' Association ("HPOA")***

This side letter agreement is entered by and between the City of Hawthorne ("City") and the Hawthorne Police Officers' Association ("HPOA") with respect to the following:


WHEREAS, HPOA and the City have entered into a Memorandum of Understanding ("MOU") between them that is in effect from July 1, 2020 to June 30, 2021, and governs generally the wages, hours and other terms and conditions of employment of the classifications represented by the HPOA; and

WHEREAS, the HPOA has agreed to temporarily bank all unused sick leave hours and not exercise the cash out provisions set forth in Article 14 (Sick Leave), Section 14.3 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 HPOA agree to temporarily amend Article 14 of the MOU as follows:

1. Article 14, Section 14.3 of the MOU, Section E shall be amended to add a subsection H which reads as follows: Notwithstanding the above, the Association agrees to bank all unused sick leave hours and not exercise the cash out provisions above during the term of this contract (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.
2. 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 Shadbeh, City Manager

5/27/20

Date

FOR THE HAWTHORNE POLICE OFFICERS' ASSOCIATION (HPOA)


CRAIG #390
Kenneth Craig, HPOA Representative

MAY 1, 2020
Date