



SIDE LETTER OF AGREEMENT

CITY OF HAWTHORNE
AND
HAWTHORNE POLICE OFFICERS' ASSOCIATION (HPOA)

This side letter is executed pursuant to the June 1, 2020 – June 30, 2021 Memorandum of Understanding (MOU) between the City of Hawthorne and the Hawthorne Police Officers' Association. The City and HPOA 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, 2020 – June 30, 2021, shall remain in full force and effect except as to the specific changes stated below.

Article 5 Compensation:

Modify section 5.1 Salary Schedule as follows:

The following schedule shall be effective July 1, 2020

Step	Monthly Salary
A	\$6,085
B	\$6,237
C	\$6,393
D	\$6,553
E	\$6,717
F	\$6,885
G	\$7,057
H	\$7,233
I	\$7,428
J	\$7,623

City and Association recognize that the salary schedule effective July 1, 2020 is a complete revision from the schedule in the prior MOU that expired on June 30, 2020. Therefore, placement of all Police Officers on the salary schedule effective July 1, 2020 shall be reorganized as follows:

Step Placement as of June 30, 2020	Step Placement as of July 1, 2020
A-E	A
F	D
G with less than 12 years of service	E
G with 12 years of service	F
H	G
H1	H
I	I
J	J

Modify Section 5.2 Initial Salary as follows:

The initial compensation to be paid for any position in Section 2.2 shall be a Step "A". The City Manager may, with upon recommendation of the Chief of Police, appoint personnel at a step higher than Step "A". Such appointments shall be reserved for "lateral entry" candidates and/or other candidates with prior public safety experience.

Remove Section 5.3 Lateral Entry

Modify Section 5.4 Advance in Salary (Step Advancement) as follows:

Base pay step advancement through all 10 steps of the salary schedule shall occur after an employee has been receiving compensation at a particular step for twelve (12) months, unless action is taken by the City Council or the City Manager to disapprove the increase or the employee's performance is determined by his or her supervisor to be substandard. For example, all employees in Step "A" shall advance to Step "B" after receiving compensation at Step "A" for twelve (12) months.

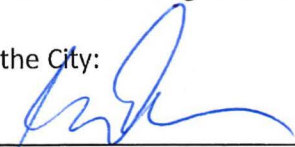
This twelve (12) month period is defined as the employee's anniversary step increase date not based on placement in the new salary schedule pursuant to Section 5.1 on July 1, 2020. For example, an employee who advanced to Step F on February 1, 2020 (normal anniversary date) was moved to Step D of the new salary schedule effective July 1, 2020. This employee would advance to Step E of the new salary schedule effective July 1, 2020 on February 1, 2021.

Article 13.3 Provisions and Payments of Sick Leave:

The City and HPOA 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. The sick leave accrual cap will be in effect as well based on the current MOU language.

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

For the City:

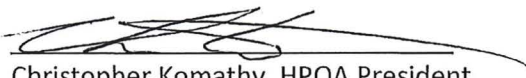


Erick B. Lee, City Manager




Christine Tomikawa
Director of Human Resources


For HPOA:



Christopher Komathy, HPOA President



The Vu, HPOA Representative



Jesus Cenicerros, HPOA Representative