

**SIDE LETTER AGREEMENT
BETWEEN
CITY OF HUNTINGTON PARK AND
HUNTINGTON PARK POLICE OFFICERS' ASSOCIATION**

This Side Letter Agreement ("Agreement") is entered into by and between the City of Huntington Park ("City") and the Huntington Park Police Officers' Association ("HPPOA") with respect to the following:

WHEREAS, HPPOA and the City entered into a Memorandum of Understanding ("MOU") between them for the period of July 1, 2019 to June 30, 2024 that governs generally the wages, hours and other terms and conditions of employment for the classifications represented by HPPOA; and

WHEREAS, Article One, Section IX, of the MOU provides that management maintains certain rights, including, but not limited to, the right to lay off employees for specified reasons and/or to subcontract bargaining unit work; and

WHEREAS, Article Two, Section XIII, of the MOU provides that the City shall maintain at least 20 Senior Officer positions; and

WHEREAS, the City is experiencing a financial hardship due to the effects of the COVID-19 pandemic upon its revenues that caused the City to notify HPPOA of its intention to lay off 9 employees from the Police Sergeant classification; and

WHEREAS, the parties met and conferred on the impact and effects of the layoffs and discussed alternatives to avoid laying off employees in HPPOA represented classifications.

NOW THEREFORE, the City and HPPOA have reached agreement and amend their MOU as follows:

1. **Term:** This Side Letter Agreement shall be in effect upon ratification by the parties through June 30, 2025.
2. **PERS Contributions:** Effective the first full pay period following ratification, Article Four, Section I(C) of the MOU is amended to provide that "classic" safety members shall begin paying an additional three percent (3%) towards their retirement contributions pursuant to California Government Code §20516(f), such that those employees' total CalPERS retirement contributions shall be twelve percent (12%).
3. **Salary Increases:** Article Two, Section I(c) of the MOU is amended to eliminate the 3% base salary increase that was to have taken effect the first day of the pay period that includes July 1, 2021. All other salary increases set forth in the MOU remain unchanged.
4. **Police Sergeant Positions:** The parties have agreed that, in lieu of an immediate lay off all employees in the Police Sergeant classification, there shall be

a gradual reduction of Sergeant positions through June 30, 2025, at which point the Police Sergeant classification shall be eliminated. Effective June 30, 2021, the City shall reduce the number of authorized Police Sergeants from nine (9) to six (6). Effective June 30, 2022, the number of authorized Police Sergeants shall be reduced from six (6) to three (3). Effective June 30, 2025 the number of authorized Police Sergeants shall be reduced from three (3) to zero (0), and the classification shall be eliminated. Each time the number of authorized Sergeant positions is reduced as set forth above, if there is a need to demote an incumbent Sergeant(s), the least senior Sergeant(s) (defined by their date of promotion to the Police Sergeant classification) shall be demoted to the classification of Senior Officer and shall be placed at the top step of the Senior Officer salary range. Upon such demotion the employee's seniority shall be a combination of the employee's total time spent in the Senior Officer classification plus any time in a higher classification. Any employee who is an existing Police Sergeant and who is demoted to Senior Officer as a result of this provision, shall maintain a right to reinstatement to Sergeant during the term of this agreement, should the parties agree not to eliminate or reduce the Police Sergeants classification, as set forth herein.

5. Senior Officers: The minimum number of Senior Officer positions the City agrees to fill is being reduced from 20 to 10, through regular attrition. Article Two, Section XIII, of the MOU is thus amended to read: "The City shall maintain at least ten (10) filled Senior Officer positions." The parties specifically acknowledge that there are presently 18 filled Senior Officer positions and, during the term of this side letter, there is a further possibility that the 9 existing Sergeants may be demoted into the Senior Officer classification. The City agrees that despite the reduction in the minimum number of filled Senior Officers positions, all reductions in the Senior Officer classification shall be through normal attrition, and not through further demotion, lay off or subcontracting.

6. Number of Sworn Positions: In consideration of the association's concessions herein, it is the goal of the City to make all reasonable efforts to maintain 50 filled sworn positions.

7. No other Changes: Except as specifically modified herein, there shall be no changes to existing wages, hours and other terms and conditions of employment.

FOR THE CITY OF HUNTINGTON PARK

Ricardo Reyes, City Manager

Date

FOR THE HUNTINGTON PARK POLICE OFFICERS' ASSOCIATION

Conrad Chacon, President

Date