

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 is in effect from July 27, 2024 to June 30, 2027, and governs generally the wages, hours and other terms and conditions of employment of the classifications represented by the HPMSG; and

WHEREAS, the City intends to afford HPMSG an amended retention pay (Section 9.11) effective March 27, 2025, in order to ensure parity between employees represented by the Hawthorne Police Officers' Association (HPOA) and the HPMSG and creating an equitable transition among individual employees promoting into the HPMSG bargaining unit from the rank of police officer by including reserve time in the calculation of eligibility for retention pay;

NOW THEREFORE, the City and HPMSG agree to temporarily amend Article 9, Section 9.11 to be consistent with Article 9, Section 9.9 of the MOU between HPOA and the City as follows:

1. Article 9, Section 9.11 of the MOU, shall be amended to provide as follows:
 - A. Effective January 4, 1998, a full-time employee who has completed twenty-five (25) years of service with the City as a sworn peace officer, including reserve time, shall receive retention pay in an amount equal to eleven percent (11%) of base pay. For purposes of calculating retention pay eligibility, the City agrees to factor the years of prior service of employees who were hired by the City of Hawthorne as laterals.
 - B. For purposes of this Section, a lateral entry Police Officer shall be defined as an employee hired by the City as a sworn Police Officer who has successfully completed a probationary period with another law enforcement agency in the position of sworn law enforcement officer and possesses a valid California Peace Officer Standards and Training (POST) Basic Course Certificate or has completed the Basic Course waiver process.
 - C. Retention pay shall be reported as special compensation to the extent allowed by CalPERS regulations.

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

Von Norris, City Manager

Date

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

Mike Matson, HPMSG Representative

Date