

**SIDE LETTER OF AGREEMENT  
BETWEEN  
THE CITY OF LA HABRA  
AND  
THE LA HABRA POLICE ASSOCIATION (CIVILIAN)**

The City of La Habra ("City") and the La Habra Police Association ("LHPA") have met and conferred and agreed to the following amendment to the current July 1, 2018 – June 30, 2021 Memorandum of Understanding ("MOU") between the parties. All other terms and conditions of the MOU for July 1, 2018 – June 30, 2021, shall remain in force and effect, except as to the specific changes as stated below.

The parties seek to modify Article Two, to add a new subsection D entitled "Furloughs" to Section I to include Furloughs.

The City and the LHPA mutually agree to amend Article Two, to add a new subsection D to Section I, as follows:

**D. Furloughs**

All employees whose positions are either partially or wholly funded by the City's General Fund, shall take 90 unpaid furlough hours by June 18, 2021. Unpaid furlough hours will be scheduled at the discretion of the Chief of Police. In order that approximately 45 unpaid furlough hours shall be taken by December 31, 2020, and the remaining hours shall be taken between January 1, 2021 and June 18, 2021. The City retains the right to reduce the number of unpaid furlough hours required for all employees subject to furloughs below 90 at its sole discretion. This subsection and the furlough program shall automatically terminate on July 1, 2021.

Dated this 9<sup>th</sup> day of July 2020

**CITY OF LA HABRA**

**LA HABRA POLICE ASSOCIATION**

  
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Jim Sadro, City Manager

  
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