SIDE LETTER AGREEMENT TO MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ALHAMBRA AND THE ALHAMBRA POLICE MANAGEMENT ASSOCIATION FISCAL YEARS 2019 THROUGH 2022

Pursuant to the provisions of the Meyers-Milias Brown Act and the Memorandum of Understanding ("MOU") between the City of Alhambra (the "City") and the Alhambra Police Management Association ("Association") effective April 16, 2020, through fiscal year 2021-2022, this Side Letter ("Side Letter Agreement") is entered into as an Amendment to the MOU.

It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral or written, regarding the matters contained herein. Except as provided herein all wages, hours and other terms and conditions of employment presently enjoyed by the Association and contained in the MOU shall remain in full force and effect.

The City and the Association have met and conferred in good faith concerning the terms and agree to the following:

Article 3, LEAVES OF ABSENCE, Section 1, Maximum Accrued Vacation Hours shall be amended as follows:

Association members may accrue to up a maximum of four hundred (400) hours of vacation.

Due to the COVID-19 Pandemic, a number of Association members have not been able to use accrued vacation hours and have exceeded or may exceed their maximum vacation accrual cap. Effective from the first pay period of March 2020 through the last pay period of August 2020, the vacation accrual cap will be removed and any vacation hours earned over the vacation cap will be restored. Each employee’s vacation accrual balance as of September 2, 2020, (the last day of the last pay period of August 2020), will become that employee’s new temporary increased maximum vacation accrual cap. Each employee must ensure that they use accrued vacation hours and do not exceed this new temporary increased cap as no additional vacation hours will accrue above this new temporary increased cap.

Additionally, each employee must work to use accrued vacation hours as on January 1, 2021, the original vacation maximum accrual cap will be restored. As a result, Association members must use all vacation hours accrued over the original vacation maximum accrual cap by December 31, 2020. Effective, January 1, 2021, any hours accrued over the original maximum vacation accrual cap will be forfeited. Should a second wave of the COVID-19 Pandemic occur on or before December 31, 2020, the City will allow for a reopener to further discuss the maximum vacation accrual cap.

The City and the Association agree that this Side Letter Agreement will be presented to the Alhambra City Council for its determination prior to implementation and shall not be effective until or unless the Alhambra City Council renders its approval.

MANAGEMENT REPRESENTATIVE OF THE CITY OF ALHAMBRA

Dated: 06/10/2020

By: Theresa St. Peter
THERESA ST. PETER, CITY OF ALHAMBRA HUMAN RESOURCES CONSULTANT

ALHAMBRA POLICE MANAGEMENT ASSOCIATION

Dated: June 3, 2020

By: Sean Heckers, President
SEAN HECKERS, PRESIDENT