

**SIDE LETTER OF AGREEMENT  
BETWEEN THE CITY OF HEMET  
AND  
THE HEMET NON-SWORN POLICE EMPLOYEES ASSOCIATION  
REGARDING PROVIDING A ONE TIME PREMIUM STIPEND OR ONE TIME BONUS TO  
BARGAINING UNIT EMPLOYEES**

Whereas, the City of Hemet acknowledges the work performed by the Hemet Non-Sworn Police Employees Association (HNSPEA) members to keep the City functioning during the peak of the pandemic, it hereby provides an Essential Worker Premium Stipend or One-Time Bonus to those employees who performed duties for the City during the pandemic;

NOW, THEREFORE, the Parties agree to the following:

1. COVID-19 "Essential Worker" Premium Pay Stipend

A. Represented unit members who performed at least 1000 hours of "essential work" as defined by the American Recovery Plan Act of 2021 between March 16, 2020 and March 15, 2021, and who are employed on the date payment is made, shall receive payment as follows:

A \$5,000 non-PERSable lump sum payment to be made by the second full pay period after Council approval of this agreement.

B. Represented unit members who performed less than 1000 hours of "essential work" as defined by the American Recovery Plan Act of 2021 between March 16, 2020 and March 15, 2021, and who are employed on the date payment is made, shall receive payment as follows:

A \$2,500 non-PERSable lump sum payment to be made by the second full pay period after Council approval of this agreement.

2. One-time Bonus

A. Represented unit members who worked at least 1000 hours between March 16, 2020 and March 15, 2021, but are not eligible for the "Essential Worker" Premium Pay Stipend in Section 1 above, and who are employed on the date payment is made, shall receive payment as follows:

A \$5,000 non-PERSable lump sum payment to be made by the second full pay period after Council approval of this agreement.

B. Represented unit members who worked less than 1000 hours between March 16, 2020 and March 15, 2021, but are not eligible for the "Essential Worker" Premium Pay Stipend in Section 1 above, and who are employed on the date payment is made, shall receive payment as follows:

A \$2,500 non-PERSable lump sum payment to be made by the second full pay period after Council approval of this agreement.

This Side Letter of Agreement is entered into between the City of Hemet ("City") and the Hemet Non-Sworn Police Employees Association ("HNSPEA") pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA").

Pursuant to the MMBA, the City and HNSPEA have met and conferred and HNSPEA has approved the premiums stipend and bonus.

**APPROVALS**

**CITY OF HEMET:**

DocuSigned by:  
*Christopher Lopez, City Manager*  
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**Christopher Lopez**  
**City Manager**

**Date:** 1/5/2022

**HEMET NON-SWORN POLICE EMPLOYEES ASSOCIATION**

DocuSigned by:  
*Colleen Sullivan*  
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**Colleen Sullivan**  
**HNSPEA President**

**Date:** 1/5/2022