

**SIDE LETTER OF AGREEMENT
BETWEEN THE CITY OF HEMET
AND
THE HEMET POLICE OFFICERS 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 Police Officers Association (HPOA) 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 Police Officers Association ("HPOA") pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA"). This side letter is entered into separate and apart from ongoing negotiations for a successor memorandum of understanding.

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

APPROVALS

CITY OF HEMET:

DocuSigned by:
Christopher Lopez, City Manager

Christopher Lopez
City Manager

Date: 1/5/2022

HEMET POLICE OFFICERS ASSOCIATION:

DocuSigned by:
Matthew Hiatt

Matthew Hiatt
President

Date: 1/10/2022