

SIDE LETTER

Modifying the Memorandum of Understanding for

Police Officers' Association of the City of Hercules

Effective July 1, 2019 through June 30, 2021

Per Resolution No. 19-048

The Hercules Police Officers Association and the City of Hercules desire to modify provisions of the existing Memorandum of Understanding and agree to do so as follow:

ARTICLE X - COMPENSATION - The one-time, non-recurring, non-pensionable retention payment of three percent (3%) to be paid by supplemental check in the second pay period of August 2020 is deferred to the second pay period of August 2021. Members who retire prior to August, 2021, and who otherwise would have been eligible for the August 2020 payment shall receive the payment in August 2021, on the same basis as active members.

ARTICLE XX – DURATION – The Duration clause is modified to provide that there shall be one (1) reopener available to each party during the remaining term of the MOU to discuss economic issues and the parties agree to meet and confer within 30 (thirty) days of either party making a request to do so.

All other terms and conditions of the existing MOU shall remain in full force and effect until the expiration date of June 30, 2021.

FOR THE POLICE OFFICERS ASSOCIATION:

HOA President

Date

HOA Vice-President

Date

FOR THE CITY:

David Biggs
City Manager

Date