

**LETTER OF AGREEMENT AMENDING
THE JANUARY 1, 2023 TO DECEMBER 31, 2025
MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF REDONDO BEACH AND
THE REDONDO BEACH POLICE OFFICERS' ASSOCIATION
(Officers and Sergeant Unit)**

The Redondo Beach Police Officers Association ("POA") and the City of Redondo Beach ("City"), having previously negotiated and executed a Memorandum of Understanding for the Officer and Sergeant Unit for the period January 1, 2023 to December 31, 2025, ("MOU") do hereby agree and adopt this side letter agreement ("Side Letter Agreement") with respect to the following:

MOU ARTICLE III – SECTION 9

Article III - Section 9.01 of the MOU is hereby amended to read in its entirety as follows:

9.01 MOTORCYCLE OFFICER PREMIUM

- A. Police Officers who are routinely and consistently assigned to operate and/or patrol on motorcycle shall receive a monthly premium equivalent to 8.5% of base pay, exclusive of all premiums.
- B. Any reduction in personnel assigned as Motorcycle Officers will be accomplished by seniority within the unit. The least senior officer, determined by length of service in the Motorcycle Unit will be transferred first.
- C. Motorcycle Officer premium pay is defined as compensation earnable within the meaning of Section 20636 of the California Government Code and Section 571(a)(4) of the PERS Regulations.

INCORPORATION CLAUSE

This Letter of Agreement contains the entire agreement between the parties related to the matters described above. There are no other agreements, understandings, or representations related to the subject matter of this Letter of Agreement not specifically set forth in writing herein. In the event of a conflict between any term or condition of this Letter of Agreement and the MOU, this Letter of Agreement shall control. This Letter of Agreement may be amended only by a written document executed by both parties. No act or omission of a party shall be construed or implied to be a waiver of any term or condition of this Letter of Agreement.

SAVINGS CLAUSE

The terms of this Letter of Agreement have been reached by the parties after negotiations and fulfillment of all legally required meet and confer obligations. In the event of any dispute as to the meaning of any term or condition of this Letter of Agreement, the parties shall meet in good faith to resolve such dispute. If any such dispute is not resolved within a reasonable period of time, the exclusive resolution of such dispute shall be by binding arbitration, consistent with the arbitration process described in the MOU. The parties agree that in the event any term or condition of this Letter of Agreement violates (now or in the future) any applicable state or federal law, the arbitrator shall have the power to reform this Letter of Agreement, but only to the extent so that it is fully compliant with such state or federal law.

NO OTHER AMENDMENT OR MODIFICATION

Except as specifically provided herein, no other term or condition of the MOU is modified or amended by this Letter of Agreement.

**FOR THE CITY OF
REDONDO BEACH**

**FOR THE REDONDO BEACH
POLICE OFFICERS' ASSOCIATION**

James A. Light Mayor

John Banach, President

Date: _____

Date: _____

APPROVED AS TO FORM:

Michael W. Webb, City Attorney