



AGENDA ITEM NO. 12

CITY OF HAWTHORNE City Council AGENDA BILL

For the meeting of April 25, 2023
Originating Department: Human Resources

City Manager: _____
Vontray Norris

Director of Human Resources:


Erika Lampkin

SUBJECT:

Amendment to the Agreement/Contract Hawthorne Police Officers Association (HPOA)

RECOMMENDED MOTION:

Staff recommends that the City Council approve an amendment to the Hawthorne Police Officers Association Memorandum of Understanding effective July 1, 2012 – June 30, 2024.

DISCUSSION:

Staff recommends an edit to the language in the Memorandum of Understanding for the Hawthorne Police Officers Association effective July 1, 2012 – June 30, 2024 for the Hawthorne Police Officers Association as a result of a CalPERS audit of holiday pays, premium pays, and/or special pays. The audit suggest that the Memorandum of Understanding should specify how the holiday pay is calculated. The audit further suggests that all Memorandums of Understanding for the Hawthorne Police Officers Association going back to July 1, 2012 reflect this language for the purpose of properly calculating retirement benefits for upcoming retirees.

New Proposed Added Language

Holiday pay is calculated as base pay plus all eligible premiums *Hourly Rate plus Hourly Rate of each premium(special compensation)*

FISCAL IMPACT:

None.

NOTICING PROCEDURES:

72 hours posted notice pursuant to the Ralph M. Brown Act

ATTACHMENT(S):

1. Side Letter

**SIDE LETTER AGREEMENT
TO THE 2012 – 2024 MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF HAWTHORNE
AND THE HAWTHORNE POLICE OFFICERS ASSOCIATION**

WHEREAS, the City of Hawthorne ("City") and the Hawthorne Police Officers Association ("HPOA") have entered into a Memorandum of Understanding ("MOU") covering the periods of July 1, 2012 – 2015, July 2015 – 2020, July 1, 2020 – June 30, 2021 and July 1, 2021 – June 2024.

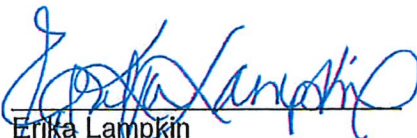
WHEREAS, the City of Hawthorne ("City") and the Hawthorne Police Officers Association ("HPOA") have met and conferred in good faith.

NOW, THEREFORE, THE PARTIES do hereby agree as follows:

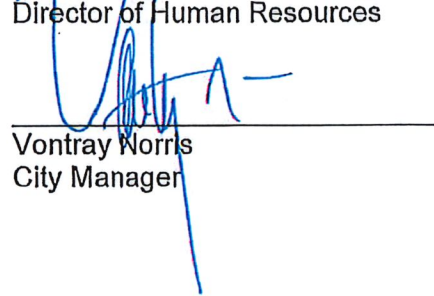
1. On April 6, 2023, the parties agreed to amend the language in Section(s) Entitled Holidays/Holiday Time Off in each respective Memorandum of Understanding going back to July 2012 to the present MOU ending June 2024. Using the current Memorandum of Understanding July 1, 2021 – June 2024 for placement it will be:
 - D. Holiday pay is calculated as base pay plus all eligible premiums *Hourly Rate plus Hourly Rate of each Premium (special compensation)*

This will not allow for retroactive compensation as parties have already been paid according to the amended language.

CITY OF HAWTHORNE



Erika Lampkin
Director of Human Resources



Vontray Norris
City Manager

**HAWTHORNE POLICE
OFFICERS ASSOCIATION**



HPOA