

**SIDE LETTER OF AGREEMENT**  
**City of Gardena**  
**and**  
**Gardena Police Officers Association**  
**March 9, 2021**

The City of Gardena (City) and the Gardena Police Officers Association (Gardena POA) enter into this Side Letter of Agreement and hereby agree to the following:

1. In August 2019, the City of Gardena and the Gardena POA (hereinafter the "Parties") entered into a Memorandum of Understanding ("MOU"). Thereafter, an issue arose regarding application of Article II-Compensation, Section 5-Acting Compensation. The parties to the MOU hereby enter into the following Side Letter Agreement to clarify and define the applicable language and terms of the MOU.

2. The Gardena POA and the City of Gardena agree to modify the MOU as follows: Article II-Compensation, Section 5-Acting Compensation, B(3)-Compensation shall now read:

"3) On each day during which a Police Officer is assigned to train a Police Trainee or otherwise assigned to a Specialist position, the Police Officer shall be compensated at an hourly rate over and above his/her base salary, equal to that which such employee would have been entitled to receive had he or she been entitled to "Specialist Assignment Pay".

3. It is the intent of the parties that the agreed to modifications, unless otherwise addressed herein, are intended to be permanent changes to the MOU.

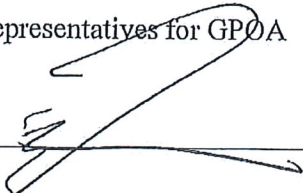
This Side Letter Agreement is not intended to waive either Parties' legal rights nor the rights of the individual members of the Gardena Police Officers Association under the laws of the State of California. This Side Letter of Agreement is also not meant to confer any new benefit, nor to remove any prior benefit, other than provided above.

Agreed to on this 9th day of March, 2021 by the parties authorized representatives.

Representatives for the City:

  
\_\_\_\_\_

Representatives for GPOA

  
\_\_\_\_\_