

**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 the interpretation and application of Article IV-Supplemental Benefits, Subsection 5(D)-Disposition of Equipment at Separation. The parties to the MOU hereby enter into the following Side Letter Agreement to clarify and define applicable language and terms of the MOU.

2. The Gardena POA and the City of Gardena agree to modify the MOU as follows:

- A) The terms "honorably separate," "honorably separates," "honorably separation," and/or other similar language shall be defined as an employee who separates from the Police Department for any reason other than disciplinary termination and/or resignation in lieu of a proposed termination;
- B) Article IV, Subsection 5(D)(2) shall be modified so that the disposition of equipment at separation is only applicable to employees who apply for, accept and/or are granted any form of retirement from the Police Department;

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.

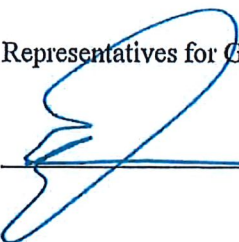
This Side Letter Agreement is not intended to waive either Parties' legal rights nor the rights of the individual members of the Gardena Police Officers Association under the laws of the State of California. This Side Letter of Agreement is also not meant to confer any new benefit, nor to remove any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

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

Representatives for the City:

  
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Representatives for GPOA

  
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