

SIDE LETTER OF AGREEMENT
City of Gardena
And
Gardena Police Officers Association
April 27, 2023

The City of Gardena (“City”) and Gardena Police Officers Association (“GPOA”) (collectively, the “Parties”) enter into this Side Letter of Agreement and hereby agree to the following:

1. In August 2019, the Parties entered into a Memorandum of Understanding (MOU) with effective dates of August 1, 2019 through July 31, 2024. Thereafter, the City Council decided to recognize Juneteenth as a City holiday. Under the MOU, as amended, affected employees accrue 15.63 holiday leave hours per month for a total of 187.50 hours of holiday leave hours per year – the equivalent of 15 holiday “days” per year on a 12.50-hour-per-day work schedule.
2. The Parties agree to modify the MOU in order to reflect the addition of the Juneteenth holiday, as follows: Article IV – Supplemental Benefits, Section 8 – Holiday Leave, A. – Holiday Leave Earned, 1) shall now read:

“1) All affected employees shall earn sixteen point sixty-seven (16.67) hours per month, not to exceed two hundred (200) hours each year in holiday leave earned.”
3. It is the intent of the Parties that the agreed-to modifications, unless otherwise addressed in this Side Letter Agreement, shall be permanent changes to the MOU for its duration.

This Side Letter Agreement is not intended to waive the Parties’ respective legal rights or the rights of the individual members of the GPOA under the laws of the State of California. Additionally, this Side Letter of Agreement is not meant to confer any new benefit, or to remove any prior benefit, other than what is provided for above.

Agreed to on this 27th day of April 2023 by the Parties’ authorized representatives.

Representatives for the City:



Clint Osorio
City Manager

Representatives for the GPOA:



Robert Rosales
GPOA President