

**SIDE LETTER OF AGREEMENT #2
BETWEEN THE CITY OF HEMET
AND
THE HEMET POLICE MANAGEMENT ASSOCIATION
REGARDING PROVIDING A REFERRAL BONUS FOR REFERRALS OF LATERAL
POLICE OFFICERS AND LATERAL PUBLIC SAFETY DISPATCHERS**

WHEREAS, the City of Hemet (“CITY”) and the Hemet Police Management Association (“HPMA”) (collectively, the “Parties”) are parties to a Memorandum of Understanding (“MOU”) that is in effect from July 1, 2022 through June 30, 2024, and governs generally the wages, hours, and other terms and conditions of employment of the classifications represented by the HPMA;

WHEREAS, Article III of the MOU provides for the terms of compensation for HPMA members;

WHEREAS, the CITY wishes to attract experienced job applicants to the positions of Lateral Public Safety Dispatcher and Lateral Police Officer;

WHEREAS, the Parties wish to amend the MOU to provide referral bonuses to incumbent CITY employees who are HPMA members, and who refer a successful applicant for CITY employment in the positions of Lateral Public Safety Dispatcher or Lateral Police Officer;

WHEREAS, the referral bonuses are subject to and contingent upon the completion of the requirements described below;

NOW, THEREFORE, the Parties agree to the following:

1. An incumbent HPMA member employed by the CITY shall earn a referral bonus if all of the following requirements have been satisfied:
 - a. The HPMA member recommends a job applicant for the classification of Lateral Public Safety Dispatcher or Lateral Police Officer to the CITY on or after the effective date of this letter;
 - b. The recommended applicant actually applies for, and is hired into the classification of Lateral Public Safety Dispatcher or Lateral Police Officer (not Police Corporal or Police Investigator);
 - c. The recommended applicant lists the name of the HPMA member who made the recommendation on the applicant’s City job application;
 - d. The recommended applicant completes the applicable training program for the applicant’s position (Communications Training Officer Training Program for Lateral Public Safety Dispatchers and Field Training Program for Lateral Police Officers);

- e. The HPMA member and the recommended applicant must both remain employees of the CITY until all other requirements are met, in order for the HPMA member to be eligible to receive the referral bonus;
- 2. The referral bonus shall be \$2,500 (two thousand, five hundred dollars) and shall become payable on the first pay period after all of the above requirements have been met.
- 3. Payments will be made subject to all regular deductions, including state and federal tax withholdings, and as required by law.
- 4. The referral bonus shall be retroactive to the original approval date of the Lateral Police Officer and Lateral Public Safety Dispatcher hiring bonus incentives.

CITY OF HEMET

DocuSigned by:
Mark Prestwich, City Manager
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Mark Prestwich, City Manager

11/14/2023

Date

HEMET POLICE MANAGEMENT ASSOCIATION

DocuSigned by:
Michael Arellano, HPMA President
159CFDD8B7864AD...
Michael Arellano, HPMA President

11/22/2023

Date

DocuSigned by:
John Paul
E809F7C3AEA0432...
John Paul Maier, City Clerk

11/17/2023

Date

DocuSigned by:
Steven Graham, City Attorney
CF04852F02D144D...
Steven Graham, City Attorney

11/14/2023

Date