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August 28, 2018

This Side Letter is entered into by and between the **CITY OF GLENDORA**, a general law city & municipal corporation (“City” or “Glendora”), and **THE GLENDORA POLICE OFFICERS ASSOCIATION** (“Association”). City and Association may be referred to, individually or collectively, as “Party” or “Parties.”

The Parties have previously entered into that certain **MEMORANDUM OF UNDERSTANDING**, covering the period July 1, 2017 through June 30, 2019 (the “MOU”), governing the wages, hours and working conditions for Association members employed by the City in its Police Department. In the MOU the Parties agree, among other terms, to provide a longevity pay benefit to certain eligible Associations members as is set forth in Article 22 of the MOU.

Article 22 provides as follows: “All Association members on the City’s payroll as of the date of adoption by the City Council of this Memorandum of Understanding, with fifteen (15) or more years of continues[sic] employment with the city of Glendora shall receive an extra \$200 per month as and for longevity pay; such longevity payments to commence effective the first full payroll period commencing on or after July 1, 2018.” A question has arisen between the Parties as to the meaning of the phrase “continues[sic] employment with the city of Glendora.”

*This Side Letter is entered into by the Parties to set forth an agreed upon interpretation of this phrase which shall apply during the life of the MOU. In entering into this Side Letter, the Parties acknowledge and agree that this Side Letter shall not be deemed to constitute a “past practice” of the City or a final and binding interpretation of Article 22 by the Parties. The Parties understand and agree that Article 22, its wording, its interpretation, and its application will be the subject of further negotiations between the parties at the time the MOU is open to new negotiations.*

During the term of the MOU, and until a successor MOU is negotiated and entered into, the Parties acknowledge and agree that the phrase “continues[sic] employment with the city of Glendora” shall be corrected to read “fifteen (15) or more years of continuous employment with the city of Glendora,” and that the term “continuous” shall include all periods of continuous service with the City as a police cadet, as a reserve police officer, and a full-time sworn police officer with the City.

[SIGNATURES ON FOLLOWING PAGE]

**ACKNOWLEDGED & AGREED TO:**

CITY OF GLENDORA

Dated: 8/30/18

By: J. Overholt  
Acting City Manager

Dated: 8/30/2018

By: Victoria Cross  
Victoria Cross, Human Resources and Risk  
Management Director

APPROVED AS TO FORM:

Adrian R. Guerra  
Asst. City Attorney  
Adrian R. Guerra

GLENDORA POLICE OFFICERS  
ASSOCIATION

Dated: 8-30-18

By: J. Pi  
POA President

APPROVED AS TO FORM:

[Signature]  
Attorneys for Glendora Police  
Officers Association

[END OF SIGNATURES]