

**LETTER OF AGREEMENT BETWEEN
THE CITY OF REDONDO BEACH AND THE
REDONDO BEACH CITY EMPLOYEES ASSOCIATION**

The Redondo Beach City Employees' Association ("RBCEA") and the City of Redondo Beach ("City"), having previously negotiated and executed a Memorandum of Understanding for the RBCEA Bargaining Unit for the period January 1, 2021 to December 31, 2023 ("MOU"), do hereby agree and adopt this side letter agreement ("Side Letter Agreement") amending the **MOU** related to **MOU ARTICLE III - SECTION 20 – SPECIAL ASSIGNMENT PAY** and in the following specific particularities only.

TERM OF SIDE LETTER AGREEMENT

This **Side Letter Agreement** shall commence upon execution and adoption by both the Redondo Beach CEA and the City. The agreement shall continue in full force and effect unless and until it is amended by a written document executed by both parties.

MOU ARTICLE III - SECTION 20 - SPECIAL ASSIGNMENT PAY

During the term of this **Side Letter Agreement**, the **MOU** shall be amended to add Section **20.04 Police Facility Dog Handler**.

MOU ARTICLE III - SECTION 20.04 - POLICE FACILITY DOG HANDLER

During the term of this **Side Letter Agreement**, Section 20.04 shall read in its entirety as follows:

The City agrees to pay a secondary assignment bonus of 8.5% of base pay to the Police Department employee(s) appointed the position of Police Facility Dog Handler. Full time employee(s) who are routinely and consistently assigned to handle, train and board a Police Facility Dog shall receive the secondary assignment bonus for the time during which secondary assignment services are actually performed. The secondary assignment bonus shall not include veterinarian fees, food and other reimbursable expenses for the maintenance of the dog.

The employee(s) assigned and in possession of the Police Facility Dog during the time of the assignment shall be assigned a City vehicle for the sole purpose of discharging Police Facility Dog activities. The employee(s) primary residence and domicile for the dog must be no more than 50 linear miles from the Redondo Beach city limit.

The position of Police Facility Dog Handler is a secondary assignment within the employees assigned position, is at-will, and is appointed by the Chief of Police, or designee. The employee assigned the dog will maintain their current position. Upon release of the facility dog from the Police Department, or termination of the secondary assignment, the employee(s) will maintain their original position and assigned duties for the specific job classification, but will cease to be entitled to the benefits described in this Section 20.04 of the **MOU**.

INCORPORATION CLAUSE

This **Side Letter Agreement** contains the entire agreement between the parties related to the amendment of **MOU ARTICLE III - SECTION 20 - SPECIAL ASSIGNMENT PAY** during the **Term**. Neither the RBCEA nor City have relied upon any agreements, understandings, or representations related to the subject matter of this **Side Letter Agreement** not specifically set forth in writing herein. In the event of a conflict between any term or condition of this **Side Letter Agreement** and the **MOU**, this **Side Letter Agreement** shall control. This **Side Letter Agreement** may be amended only by a written document executed by both parties. No act or omission of a party shall be construed or implied to be a waiver of any term or condition of this **Side Letter Agreement**.

NO OTHER AMENDMENT OR MODIFICATION

Except as specifically provided herein, no other term or condition of the **MOU** is modified or amended by this **Side Letter Agreement**.

FOR THE ASSOCIATION:

FOR THE CITY:

Pete Tucker, President

Nils Nehrenheim, Mayor Pro Tempore

Jo Salcido, Vice President

APPROVED AS TO FORM:

Member

Michael Webb, City Attorney