City of Monterey Park
and
Monterey Park Police Officers' Association
Side Letter to Memorandum of Understanding

This Side Letter is executed pursuant to Article 38(E) of the Memorandum of Understanding ("MOU") executed between the City of Monterey Park and the Monterey Park Police Officers' Association ("POA"; collectively, "the Parties"). The Parties have agreed to modify Article 20 of the MOU dated July 1, 2023 to June 30, 2025, as follows:

A. Effective July 6, 2024, employees will receive a cash payment of $1,000 the first full pay period after July 1 as an annual uniform allowance. All uniform allowance cash payments will be reported on the employee's W-2 form under "Other Compensation" to meet Internal Revenue Service requirements. Employees who have been absent, for any reason, from active uniformed service for more than one-half of the fiscal year shall be provided their uniform allowance on a prorated basis.

The parties agree that this is special compensation and shall be reported as such to CalPERS for "classic members", to the extent legally permissible, pursuant to Title 2 CCR, Section 571(a)(5) and shall be reported in equal amounts per pay period, regardless of when used or paid to the employee.

B. The number of retail outlets utilized for the credit/retail account program will not exceed four locations. The selection of the outlets is to be determined by the City, after consultation with the Association.

Unit members have the option of purchasing their equipment from vendors other than the city approved vendor/retail outlet, as long as the equipment meets departmental specifications. ~~Subject to the amount listed above, a member will be eligible for reimbursement upon bringing in the receipt, showing the detail of the purchased equipment to their supervisor, for approval prior to usage.~~ All equipment and uniforms must meet departmental standards and specifications ~~to be eligible for reimbursement~~.

The City purchases and issues bullet resistant vests to each unit member and follows the replacement schedule identified by the manufacturer. Employees who believe that their vest is damaged, defective, or deemed unsuitable due to wear and tear should notify the department so that the vest can be evaluated for replacement eligibility.

Except for the terms specifically modified above, the remainder of the MOU between the Parties remains in full force and effect. This Side Letter becomes effective upon approval by the City Manager.

In Witness whereof, the parties have executed this Side Letter this 20th day of June, 2024.

MONTEREY PARK POLICE OFFICERS' ASSOCIATION

By: _____
Izzy Flores, Jr., President Monterey Park Police Officer's Association

By: _____
Sandra Castillo Del Muro, Vice-President Monterey Park Police Officers' Association

CITY OF MONTEREY PARK

By: _____
Inez Alvarez, City Manager

APPROVED BY:

_____
Karl H. Berger, City Attorney