

**SIDE LETTER OF AGREEMENT #5
BETWEEN THE CITY OF HEMET
AND
THE HEMET CITY FIRE FIGHTERS 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 City Fire Fighters Association (“HFFA”) (collectively, the “Parties”) are parties to a Memorandum of Understanding (“MOU”) that was in effect from July 1, 2015 through June 30, 2021; and

WHEREAS, on June 15, 2020 the City and HFFA executed a side letter agreement modifying the MOU and extending its term to June 30, 2023; and

WHEREAS, on May 24, 2022 the City and HFFA executed a side letter agreement extending the term of the MOU through June 30, 2024 and governs generally the wages, hours, and other terms and conditions of employment of the classifications represented by the HFFA;

WHEREAS, Article V of the MOU provides for the terms of compensation for HFFA 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 HFFA 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 HFFA member employed by the CITY shall earn a referral bonus if all of the following requirements have been satisfied:
 - a. The HFFA 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 HFFA 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 HFFA member and the recommended applicant must both remain employees of the CITY until all other requirements are met, in order for the HFFA 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.

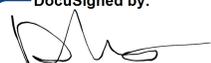
CITY OF HEMET

HEMET CITY FIRE FIGHTERS ASSOCIATION

DocuSigned by:

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Mark Prestwich, City Manager

DocuSigned by:

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David Prietto, HFFA President

11/14/2023

11/14/2023

Date

Date

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John Paul Maier, City Clerk

11/21/2023

Date

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

11/14/2023

Date