

# SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF CLAREMONT

AND

CLAREMONT POLICE MANAGEMENT ASSOCIATION

This Side Letter of Agreement (“Agreement”) between the City of Claremont (“City”) and the Claremont Police Management Association (“CPMA”) (collectively “Parties”) is entered into with respect to the following:

**WHEREAS**, the City and CPMA negotiated a Memorandum of Understanding (“MOU”) for the period of July 1, 2024 through June 30, 2027; and

**WHEREAS**, in that 2024-2027 MOU, the parties agreed in Article XV, as follows:

The City shall supply employees with needed and required uniforms, safety equipment, and any other equipment which is mandatory for a particular job assignment.

Allowance: All CPMA members assigned to a regular position requiring a police uniform shall receive fifteen dollars (\$15) per month, and all CPMA members assigned to a regular position requiring business attire other than a police uniform shall receive twenty dollars (\$20) per month, for each month of service in said assignment.

Reimbursement: CPMA members shall be eligible to receive reimbursement of up to eight hundred dollars (\$800) per fiscal year for uniform and equipment purchases. All purchases shall follow City and Police Department policy and reimbursement shall occur upon submittal of proof of purchase receipts. Eligible reimbursement includes but is not limited to ammunition, specialized training classes, weapon equipment, and approved duty weapon (one (1) time during an eight (8) year period).

**WHEREAS**, the parties agree that it is necessary to modify Article XV of the 2024-2027 MOU so that the “uniform and equipment” purchases currently payable as reimbursements shall instead be provided as an allowance.

**THEREFORE**, the parties agree to modify Article XV to read as follows:

The City shall supply employees with needed and required uniforms, safety equipment, and any other equipment which is mandatory for a particular job assignment.

Uniform Allowance: All CPMA members assigned to a regular position requiring a police uniform shall receive fifteen dollars (\$15) per month, and all CPMA members assigned to a regular position requiring business attire other than a police uniform shall receive twenty dollars (\$20) per month, for each month of service in said assignment.

The City shall report to the California Public Employees’ Retirement System (CalPERS) the uniform allowance set forth paid on a monthly basis for each employee as special compensation in accordance with Title 2, California Code of Regulation, Section

571(a)(5). Notwithstanding the previous sentence, for “new members” as defined by the Public Employees’ Pension Reform Act of 2013, the uniform allowance will not be reported as compensation earnable to CalPERS.

Optional Wear and Equipment Stipend: CPMA members shall receive a stipend of up to eight hundred dollars (\$800) per fiscal year for optional wear and equipment purchases. This stipend shall constitute taxable income but shall not constitute compensation reportable to CalPERS.

The optional wear and equipment stipend is intended to offset costs associated with and optional and alternative wear and equipment the employee may prefer, provided it is reasonably related to the employee’s assignment. All purchases shall be in compliance with City and Police Department policy including but not limited to Policy Chapter 5. This stipend shall not be used to purchase items that would otherwise qualify as uniforms as defined by CalPERS.

Remaining Reimbursement Balances and Stipend Payments: As part of the transition from reimbursement to stipend, employees who at the time of this Side Letter have remaining balances for reimbursement shall be paid the remaining balance in the first full pay-period following City Council approval of this Side Letter.

Effective in the payroll closest to July 1, 2026, and each fiscal year thereafter, the City shall pay the stipend to all eligible employees.

All other terms and conditions contained in the 2024-2027 Memorandum of Understanding between the City and CPMA shall remain in full force and effect.

**FOR CITY OF CLAREMONT:**

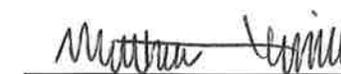
**FOR CLAREMONT POLICE  
MANAGEMENT ASSOCIATION:**

  
\_\_\_\_\_  
Jamie Earl  
Assistant City Manager

2/25/26  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jason Walters  
CPMA President

2/6/26  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Matthew Hamill  
CPMA Vice President

2/6/26  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Nick Martinez  
CPMA Treasurer

2/9/26  
\_\_\_\_\_  
Date