

SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF CLAREMONT

AND

CLAREMONT POLICE OFFICERS' ASSOCIATION

This Side Letter of Agreement ("Agreement") between the City of Claremont ("City") and the Claremont Police Officers' Association ("CPOA") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the City and CPOA negotiated a Memorandum of Understanding ("MOU") for the period of July 1, 2025 through June 30, 2027; and

WHEREAS, in that 2025-2027 MOU, the parties agreed in Article XIX, as follows:

- A. Uniform Allowance: All uniformed personnel (Corporals, Officers, Communication Officer I, Communication Officer II, Jailers, and Senior Jailer) shall receive thirty (\$30.00) per month allowance for uniform maintenance. All persons assigned to administrative duties (investigations, DARE, training, community relations) will receive forty (\$40.00) per month allowance.
- B. Uniform and Equipment Reimbursement: Employees shall be eligible to receive reimbursement of up to \$600 per fiscal year for uniform and equipment purchases. All purchases shall be in compliance with City and Police Department policy including but not limited to Policy Chapter 5 and reimbursement shall occur upon submittal of proof of purchase receipts.

Eligible items shall now include optional duty gear as outlined in policy (e.g., duty belts, flashlights and holders, gloves, handcuff cases) and optional additional approved uniform wear (e.g., footwear, hats, sweaters, jackets, etc.), ammunition, specialized training classes, approved duty weapon (1-time during an 8-year period), and weapon equipment.

The Police Chief or designee shall retain discretion to authorize reimbursement for additional items not specifically listed in policy when such items are determined to be operationally necessary or enhance employee readiness or safety. Non-duty related personal items shall not be eligible for reimbursement.

- C. Service Weapon Purchase: Upon retirement by a Sworn member, the Sworn member is eligible to purchase at the depreciated fair market value their duty weapons. Additionally, anytime the department firearms are replaced at the end of life for those duty weapons, the Sworn member is eligible to purchase that retired duty weapon at the depreciated fair market value.
- D. The City shall report to the California Public Employees' Retirement System (CalPERS) the uniform allowance 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.

WHEREAS, the parties agree that it is necessary to modify Article XIX of the 2025-2027 MOU so that the "uniform and equipment" purchases currently payable as reimbursements shall instead be provided as a stipend.

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

- A. Uniform Allowance: All uniformed personnel (Corporals, Officers, Communication Officer I, Communication Officer II, Jailers, and Senior Jailer) shall receive thirty (\$30.00) per month allowance for uniform maintenance. All persons assigned to administrative duties (investigations, DARE, training, community relations) will receive forty (\$40.00) per month allowance.

The City shall report to the California Public Employees' Retirement System (CalPERS) the uniform allowance set forth in Section A of Article XIX 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.

- B. Optional Wear and Equipment Stipend: Employees shall receive \$600 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 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.

- C. 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.

- D. Service Weapon Purchase: Upon retirement by a Sworn member, the Sworn member is eligible to purchase at the depreciated fair market value their duty weapons. Additionally, anytime the department firearms are replaced at the end of life for those duty weapons, the Sworn member is eligible to purchase that retired duty weapon at the depreciated fair market value.

