

**LETTER OF AGREEMENT
BETWEEN THE LOS ANGELES PROFESSIONAL MANAGERS ASSOCIATION
(LAPMA) AND
THE CITY OF LOS ANGELES**

WHEREAS, the Los Angeles Professional Managers Association ("LAPMA") and the City of Los Angeles ("City") agree that the City's current financial condition requires immediate cost savings measure in FY 2020/21,

THEREFORE, LAPMA AND THE CITY HEREBY AGREE AS FOLLOWS:

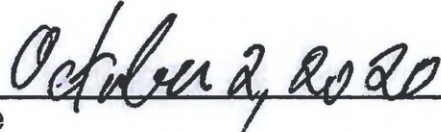
- On Tuesday, November 3, 2020, all civilian employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations and MOU provisions.
- On Friday April 2, 2021, all civilian employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations and MOU provisions.
- Add a one-time paid eight (8) hour floating holiday to FY 2020/21.
- Defer the payment of the excess sick leave cash payout from January 2021 to January 2022. The deferred payment shall be made at the current rate/wage of the employee at the time of the payout.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Letter of Agreement the day, month, and year written below.

FOR LAPMA:

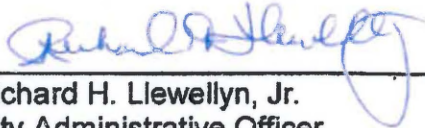


Charley Mims, Executive Director

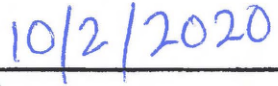


Date

FOR THE CITY:



Richard H. Llewellyn, Jr.
City Administrative Officer

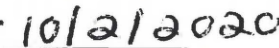


Date

Approved as to Form and Legality:



Office of the City Attorney



Date