

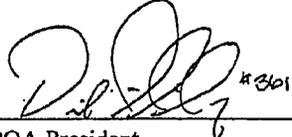
Side Letter Agreement
Between the CITY OF WEST COVINA –
And the West Covina Police Officers' Association

The City of West Covina (City) and the West Covina Police Officers' Association (WCPOA) have agreed to the following interpretation of the current July 1, 2012 – June 30, 2014 Memorandum of Understanding between the parties.

1. Retiree Health Benefits.

The term "employee", as it relates to Tier 1 retiree health benefits, includes all prior retirees, current employees and future retirees, with the exception of Tier 2 employees.

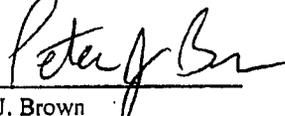
FOR By: 
City Manager

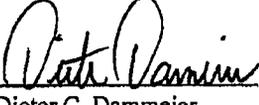
By:  #361
WCPOA President

Date: 10/4/12

Date: 10-2-12

Approved As to Form:

By: 
Peter J. Brown

By: 
Dieter C. Dammeier

Date: 10/4/12

Date: 10-2-12