

## **Side Letter Agreement**

To the Memorandum of Understanding effective July 1, 2022, through June 30, 2025  
Between the City of Stockton and the Stockton Fire Management

This will confirm an understanding reached between the City of Stockton (hereinafter referred to as the "City") and the Stockton Management (hereinafter referred to as the "Association")

### **Temporary Recruitment Incentives for New Hires**

- 1) Effective July 1, 2023, all new first-time hires of employees covered by this Memorandum of Understanding will receive an advance of forty (40) hours of sick leave time on the employee's first day of employment and is available for immediate use pursuant to Article 9.2 of the MOU. This provision shall sunset and become ineffective at 11:59 pm on June 30, 2025.

### **Temporary Retention Incentives for Current Employees**

In an effort to increase retention of current employees, the City and the Association have met and confer and agree on the following:

- 1) Effective July 1, 2023, per Administrative Policy HR-21, all employees covered by this Memorandum of Understanding are eligible for an increased annual maximum of up to \$1,500 for an Education Assistance payment per fiscal year. This provision shall sunset and become ineffective and the Education Assistance payment will revert to \$1,000 at 11:59 pm on June 30, 2025.
- 2) Effective May 1, 2023, the City will provide a dollar for dollar matching contribution to the deferred compensation plan for employees covered by this Memorandum of Understanding up to a maximum of \$600 per fiscal year (\$25 per pay period). The first payment will be reflected on the May 22, 2023 paycheck. This provision shall sunset and become ineffective and the City's obligation to pay a matching contribution shall cease at 11:59 pm on June 30, 2025.
- 3) The parties understand that the City has authorized allocation to fund the above-described temporary programs through June 30, 2025. Continuation of this temporary recruitment incentive shall be subject to available allocation through the City's budget process.
- 4) This side letter agreement shall be effective upon the date this agreement is fully executed by the parties and shall sunset and become ineffective at 11:59 pm on June 30, 2025. This side letter shall not be included in any successor agreement between the parties unless both parties agree to extend this side letter. The provisions of this side letter are not subject to the grievance process.

FOR THE CITY:

  
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Richard Edwards

*Fire Chief*

Date: 7/24/2023

  
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Rosemary Rivas

*Director of Human Resources*

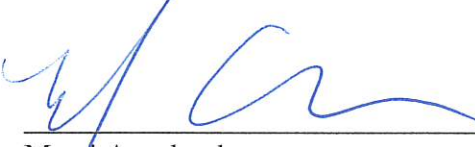
Date: 7/19/2023

FOR THE ASSOCIATION:

  
\_\_\_\_\_  
Timothy Talbot

*Association Representative*

Date: 07/19/2023

  
\_\_\_\_\_  
Marci Arredondo

*Assistant City Attorney*

Date: \_\_\_\_\_