

## **Side Letter Agreement**

To the Memorandum of Understanding effective July 1, 2022, through June 30, 2025  
Between the City of Stockton and the Stockton Firefighters' Local 456

This will confirm an understanding reached between the City of Stockton (hereinafter referred to as the "City") and the Stockton Firefighters' Local 456 (hereinafter referred to as the "Association")

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

In an effort to increase recruitment for fire personnel, the City and the Association have met and confer and agree on the following:

- 1) All new first-time hires for the entry-level Paramedics position are eligible for a one-time fifteen thousand dollar (\$15,000) signing bonus hired on or after May 1, 2023. This bonus is non-pensionable and subject to applicable state and federal taxes. This provision shall sunset and become ineffective at 11:59 pm on June 30, 2025. The bonus will be distributed as follows:
  - a. Five thousand (\$5,000) payable on the first full pay period upon hire;
  - b. Five thousand (\$5,000) payable on the first full pay period following the first anniversary of the employee's start date;
  - c. Five thousand (\$5,000) payable on the first full pay period following the second anniversary of the employee's start date.
  
- 2) 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) Effective May 1, 2023, Employees covered by this Memorandum of Understanding are eligible to receive a one-time fifteen thousand dollar (\$15,000) promotional bonus for employees promoted to an allocated and funded Fire Engineer position, contingent upon available funds. This bonus is non-pensionable and subject to applicable state and federal taxes. This provision shall sunset and become ineffective at 11:59 pm on June 30, 2025. Eligible employees may receive a one-time fifteen thousand dollar (\$15,000) incentive pursuant to the following terms:
  - a. Seven thousand and five hundred (\$7,500) payable on the first full pay period following promotional appointment;
  - b. Seven thousand and five hundred (\$7,500) payable on the first full pay period following the first anniversary of the employee's promotion.
  - c. This bonus will also be provided to the employees on the eligibility list approved during the April 20, 2023 Civil Service Commission meeting.
- 4) Effective July 1, 2023, employees covered by this Memorandum of Understanding are eligible to receive reimbursement for Paramedic Certification costs in an amount up to fifteen thousand dollars (\$15,000). This amount is intended to offset the costs of tuition and books. This incentive is only available on a first come first serve basis and only until funds are exhausted or the terms of this side letter expire, whichever comes first. Employees must apply, be accepted, and enrolled in the certification program to qualify. If a tiebreaker is necessary due to limited availability, the date and time of enrollment in a course will determine which employee is accepted. This provision shall sunset and become ineffective at 11:59 pm on June 30, 2025. The incentive will be based on the total cost of the program and be provided pursuant to the following terms:
  - a. Up to seven thousand and five hundred (\$7,500) upon enrollment in a Paramedic Certification Course and application accepted by the City;
  - b. Up to seven thousand and five hundred (\$7,500) payable on the first full pay period following submission of the Paramedic Certificate.
  - c. This reimbursement will also be provided to the four employees currently enrolled, as of May 2023, in the paramedic certification program.
- 5) 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.

- 6) 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:

FOR THE ASSOCIATION:



Richard Edwards

*Fire Chief*

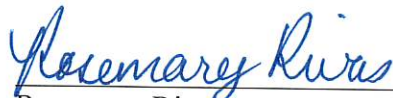
Date: 5/24/23



Mario Gardea

*Association President*

Date: 5-24-23



Rosemary Rivas

*Director of Human Resources*

Date: 5-24-23



Marci Arredondo

*Assistant City Attorney*

Date: 5/30/2023