

Side Letter Agreement

To the Memorandum of Understanding effective July 1, 2024, through June 30, 2026
Between the City of Stockton City Employees' Association (SCEA) Unit

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

A. Temporary Recruitment Incentives for Newly Hired Telecommunicators within the Fire & Police Departments

In an effort to increase recruitment, the City and the Association have met and conferred and agree on the following:

- 1) All new first-time hires in the Fire/Police Telecommunications classifications are eligible for a one-time ten thousand dollar (\$10,000) signing bonus when hired on or after July 1, 2024. This provision shall sunset and become ineffective at 11:59 pm on June 30, 2026. This bonus is non-pensionable and subject to applicable state and federal taxes. The bonus will be distributed as follows:
 - a. Two thousand five hundred dollars (\$2,500) payable no later than the fourth full pay period upon hire;
 - b. Seven thousand five hundred dollars (\$7,500) payable on the first full pay period following the first anniversary of the employee's start date.
 - c. Employees reinstated by Civil Service Resolutions will be eligible for the new-hire incentive.
 - d. Existing City employees who are promoted into or move from part-time to full-time status into the Fire/Police Telecommunications classifications will be eligible for the new-hire incentive.
 - e. Employees who separate prior to their first anniversary in the Fire/Police Telecommunications classification will be required to reimburse the City \$2,500 of the signing bonus which they received.

B. Temporary Retention Incentives for Current Telecommunicator Employees within the Fire and Police Departments

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

- 1) Market Adjustment Increases:
 - a. Market adjustments agreed upon in the current MOU (Term: July 1, 2023 – June 30, 2026) for FY24/25 will remain effective July 1, 2024. Market Adjustments agreed upon in the current MOU for FY25/26 will be front-loaded and made

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effective on July 1, 2024. The market adjustments are in addition to the agreed upon COLA within the MOU.

- b. As a result of a compensation survey completed by Bryce Consulting in 2024 and a review of compaction within the classification family, the following market and salary adjustments will be made effective on July 1, 2024:


Classification	Market Adjustment effective July 1, 2024
Fire Telecommunicator II (40 hr week)	23.56%
Fire Telecommunicator I (40 hr week)	22.55%
Fire Telecommunicator II (56 hr week)	23.14%
Fire Telecommunicator I (56 hr week)	22.55%
Fire Telecommunicator Call Taker	1.42%
Police Telecommunicator II	20.13%
Police Telecommunicator I	19.67%
Police Telecommunicator Call Taker	0.86%

The increases outlined above are in addition to the market adjustments referenced in Section B.1)a.

- 2) Each employee assigned and working within the classifications listed above (B.1) and employed as of July 1, 2024, will receive a one-time Retention Bonus in the amount of three thousand dollars (\$3,000) payable by July 15, 2024.
- 3) Each employee assigned and working within the classifications listed above (B.1) and employed as of July 1, 2025, will receive a one-time Retention Bonus in the amount of three thousand dollars (\$3,000) payable by July 15, 2025.
- 4) The parties understand that the City has authorized allocation to fund the above-described temporary programs through June 30, 2026. 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, 2026. 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.

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FOR THE CITY:

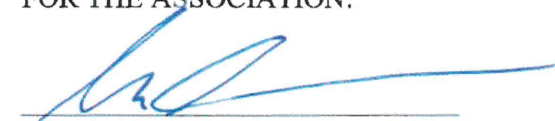


Rosemary Rivas

Director of Human Resources

Date: 5/28/24

FOR THE ASSOCIATION:

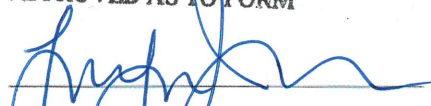


Mehran Tahoori

Labor Representative

Date: 5/22/24

APPROVED AS TO FORM



Taryn Jones

Deputy City Attorney

Date: 5/30/24