

Side Letter Agreement

To the Memorandum of Understanding effective July 1, 2023, 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)

Temporary Recruitment Incentives for New Hires

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

- 1) All new first-time hires are eligible for a one-time two thousand dollar (\$2,000) signing bonus hired on or after January 1, 2024. This provision shall sunset and become ineffective at 11:59 pm on June 30, 2025. This bonus is non-pensionable and subject to applicable state and federal taxes. The bonus will be distributed as follows:
 - a. One thousand (\$1,000) payable no later than the fourth full pay period upon hire;
 - b. One thousand (\$1,000) payable on the first full pay period following the first anniversary of the employee's start date.

- 2) Effective January 1, 2024, 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 11.2 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 January 1, 2024, 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 January 1, 2024, 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 January 22, 2024 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:



Rosemary Rivas

Director of Human Resources

Date: 12/13/2023

Approved as to form:




Marci Arredondo

Assistant City Attorney

Date: 12/13/2023

FOR THE ASSOCIATION:



Veronica Segura

SCEA President

Date: 12/13/23

Approved as to form:



Mehran Tahoori

SCEA Attorney

Date: 12/12/23