

Side Letter Agreement

To the Memorandum of Understanding effective July 1, 2022, through June 30, 2025,
Between the City of Stockton and the Stockton Police Management Association (SPMA)

HUMAN RESOURCES
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2023 JUN 28 11:45 AM '23 A 11: 45

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

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 these temporary recruitment and retention incentives 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:

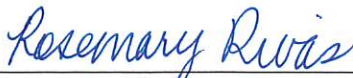


Stanley McFadden

Police Chief

Date:

6/28/23



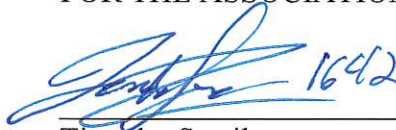
Rosemary Rivas

Director of Human Resources

Date:

6.28.23

FOR THE ASSOCIATION:



Timothy Swails

Association President

Date:

6/27/23



Marci Arredondo

Assistant City Attorney

Date:

7/5/2023