

**SIDE LETTER
BETWEEN CITY OF SAN PABLO AND
SAN PABLO POLICE EMPLOYEES ASSOCIATION – POLICE MANAGEMENT UNIT
RE: MOU EXTENSION FOR FY2021/22**

This Memorandum of Understanding (MOU) Extension Agreement (“Agreement”) is between the City of San Pablo (hereinafter called “City”) and the San Pablo Police Employees’ Association – Police Management Unit (hereinafter called “Association”) (collectively called “the parties”). This Agreement shall apply to all employees of the City working in the classifications set forth in the MOU between the City and the Association, with reference to the following recitals:

WHEREAS, since early 2020, the spread of the COVID-19 virus has been declared a global pandemic; and

WHEREAS, a state of emergency has been declared by the President of the United States, the Governor of California, and the County of Contra Costa; and

WHEREAS, over the past year, multiple a shelter-in-place orders for the State of California resulting in temporary closures of non-essential businesses throughout the City and State; and

WHEREAS, the full economic impact of the COVID-19 pandemic on the City is unknown at this time, impeding the City’s ability to adopt a multi-year budget and consider multi-year agreements with its labor unions;

NOW THEREFORE, the City and the Association have met and conferred in good faith and mutually agreed to extend the terms and conditions of the current MOU, with the following amendments:

1. MOU Amendments: The MOU will be amended as follows:

SECTION 4 – SALARIES

4.2 Salaries *The following provisions are added to this section:*

Contingent upon Association ratification and City Council approval of the Tentative Agreement for an MOU extension by June 30, 2021, effective July 1, 2021, there will be a three percent (3%) Cost of Living Adjustment for all classifications represented by the bargaining unit.

In recognition of recruitment and retention challenges faced by the City as evidenced by the current vacancy rate, contingent upon Association ratification and City Council approval of the Tentative Agreement for an MOU extension by June 30, 2021, effective July 1, 2021, Police Lieutenants and Police Captains will receive a one-half percent (0.5%) salary increase.

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SECTION 23 – TERM OF AGREEMENT

23.1 This Memorandum of Understanding shall be effective except for any provisions of this Memorandum of Understanding which have been assigned other effective dates as hereinabove set forth, and shall remain in full force and effect to and including ~~June 30, 2021~~ June 30, 2022.

2. Tentative Agreement: This Tentative Agreement is subject to ratification by the bargaining unit and approval by the City Council.

IN WITNESS WHEREOF, the parties hereby agree to this tentative agreement:

ON BEHALF OF CITY OF SAN PABLO

ON BEHALF OF ASSOCIATION



Signature

Signature

March 11, 2021
Date

March 11, 2021
Date