

SIDE LETTER AGREEMENT BETWEEN THE CITY OF WATSONVILLE AND PUBLIC SAFETY MID MANAGEMENT UNIT

THIS SIDE LETTER AGREEMENT TO MEMORANDUM OF UNDERSTANDING is made and entered into this ____ day of _____, 2024 by and between the CITY OF WATSONVILLE, a municipal corporation, hereafter referred to as “City”, and The PUBLIC SAFETY MID-MANAGEMENT UNIT, hereafter referred to as “PSMM”

RECITALS

WHEREAS, on December 14, 2021, the City Council adopted Resolution No. 320-21 (CM), approving the 2022-2024 Memorandum of Understanding (MOU) between the City and the Public Safety Mid-Management Unit; and

WHEREAS, in an effort to address staffing vacancies in the police department and enhance the City’s ability to attract and retain highly qualified sworn staff in a very competitive job market; and

WHEREAS, the City is experiencing a vacancy rate that is unsustainable leading to excessive overtime demands to ensure the ability to maintain adequate public safety services to the City; and

WHEREAS, the City desires to be proactive in order to enhance our ability to attract and retain, and promote, highly qualified sworn staff in a very competitive market; and

WHEREAS, the City and the Police Mid Management Unit have agreed that an adjustment to salary and benefits will help address attraction and retention issues; and

WHEREAS, the City and the Police Mid-Management Unit have agreed to an extension of the contract to allow time for a city-wide classification and compensation study to be completed; and

WHEREAS, the City of Watsonville has agreed to provide a 3% salary adjustment effective the first full pay period after City Council approval to all employees in the Police Sergeant classification; and

WHEREAS, the City of Watsonville and the Public Safety Mid-Management Unit have agreed to replace section 17.4 Longevity Pay to read “Effective the first full pay period after Council approval, any employee with at least 5 years of service as a sworn peace officer with the City of Watsonville shall receive a two (2%) Longevity Pay Premium, and any employee with at least 10 years of service as a sworn peace officer with the City of Watsonville shall receive an additional 2% Longevity Pay Premium, and any employee with at least 15 years of service as a sworn peace officer with the City of Watsonville shall receive an additional two and one-half percent (2.5%) Longevity Pay Premium (for a total of six and one-half percent (6.5%) longevity pay premium);” and

WHEREAS, The City of Watsonville and PSMM have agreed to extend the term of the contract from terminating on December 31, 2024 to terminating on June 30, 2025; and

WHEREAS, All other terms of conditions of the MOU remain unchanged;

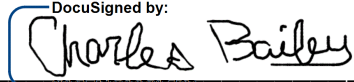
NOW THEREFORE, the City and the Public Safety Mid-Management Unit agree as follows:

1. Provide a 3% salary increase to the Police Sergeant classification on the first full pay period after City Council approval and replace the 17.4 Longevity Pay Section with language adding 2.0% Longevity pay at 5 years and replacing 20 year Longevity Pay of 2.5% with 15 year Longevity Pay of 2.5%.
2. Contract term will be extended until June 30, 2025.
3. All other terms and of the MOU remain unchanged.

IN WITNESS WHEREOF, the parties hereto have executed this Side Letter Agreement the day and year first hereinabove written.

PUBLIC SAFETY MID-MANAGEMENT UNIT

Date 6/17/2024 | 2:07 PM PDT

DocuSigned by:


83DA45BCDD6E40B...
Charles Bailey, Police Sergeant

CITY OF WATSONVILLE

Date _____

Tamara Vides, Interim City Manager

Date _____

City Attorney

Date _____

City Clerk