

## **SIDE LETTER AGREEMENT BETWEEN THE CITY OF WATSONVILLE AND THE POLICE OFFICERS ASSOCIATION**

**THIS SIDE LETTER AGREEMENT TO MEMORANDUM OF UNDERSTANDING** is made and entered into this 27<sup>th</sup> day of April, 2024 by and between the CITY OF WATSONVILLE, a municipal corporation, hereafter referred to as “City”, and THE POLICE OFFICERS ASSOCIATION

### **RECITALS**

**WHEREAS**, on JUNE 28, 2022, the City Council adopted Resolution No. 130-22 (CM), approving the 2022-2025 Memorandum of Understanding (MOU) between the City and the Police Officers Association; and

**WHEREAS**, the City of Watsonville and the Police Officers Association met to discuss the ongoing challenges to recruit and retain qualified Police Officers; and

**WHEREAS**, the City is experiencing a police officer 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 highly qualified police officers in a very competitive market; and

**WHEREAS**, the City and the Police Officers Association agree that an adjustment to salary and benefits will help address attraction and retention issues; and

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

**WHEREAS**, the City of Watsonville and the Police Officers Association agree to replace section 21.9 Longevity Pay to read “Any employee with at least 5 years of service as a sworn police 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 period;" and

WHEREAS, effective after the first full pay period after City Council approval through June 30, 2025, at the discretion of the Police Chief and with proper verification provided at the time of hire, longevity may be granted to lateral employees possessing equivalent or similar experience as a patrol officer or other significant law enforcement experience with their current comparable public agency employer; and

WHEREAS, The City and Police Officers Association agree to continue discussions exploring a health savings account or similar tool to assist with retiree health care costs;

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

**NOW THEREFORE**, the City and the Police Officers Association agree as follows:

1. Provide a 3% salary increase to the Police Officer classification on the first full pay period after City Council approval and replace the 21.9 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. 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.

**Police Officers Association**

Date 4/9/2024 | 1:22 PM PDT

**CITY OF WATSONVILLE**

Date 5/15/2024 | 3:11 PM PDT

Date 5/15/2024 | 3:11 PM PDT

Date 5/15/2024 | 4:23 PM PDT

DocuSigned by:

*Collin Travers*

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Police Officers Association

DocuSigned by:

*Rene Mendez*

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Rene Mendez, City Manager

DocuSigned by:

*Samantha W. Butler*

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City Attorney

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*Irwin I. Ortiz*

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City Clerk