Resolution No.

STOCKTON CITY COUNCIL

RESOLUTION APPROVING RECRUITMENT AND RETENTION INCENTIVES AND SIDE LETTER AGREEMENTS FOR FIRE TELECOMMUNICATION CLASSIFICATIONS IN THE STOCKTON CITY EMPLOYEES' ASSOCIATION AND STOCKTON MID-MANAGEMENT/SUPERVISORY UNITS

The City of Stockton ("City"), the Stockton City Employees' Association ("SCEA"), and the Stockton Mid-Management / Supervisory Level ("B&C") Unit have reached an agreement on side letters establishing temporary recruitment and retention incentives for designated Fire Telecommunication classifications to enhance the City's ability to recruit qualified candidates and retain experienced employees; and

The City is experiencing recruitment and retention challenges within its Fire Telecommunications operations. Maintaining adequate staffing in Fire Telecommunication classifications is critical to meeting the operational needs of the Fire Department and ensuring the continued delivery of emergency communications services; and

The proposed side letter agreements establish temporary recruitment and retention incentive programs for eligible employees in the Fire Telecommunications/CAD Coordinator, Fire Telecommunications Supervisor, Fire Telecommunicator I/II, and Fire Telecommunicator Call Taker classifications; and

Under the proposed side letter agreements, new first-time hires in the specified Fire Telecommunication classifications hired on or after July 1, 2026, will be eligible for a one-time recruitment incentive totaling Ten Thousand Dollars ($10,000), payable in two installments as follows:

1. Two thousand five hundred dollars ($2,500) payable no later than the fourth full pay period following hire, or the full pay period following City Council adoption, whichever is later; and

2. Seven thousand five hundred dollars ($7,500) payable on the first full pay period following the employee's first anniversary of employment; and

Employees in the specified Fire Telecommunication classifications who are employed as of September 29, 2026, will be eligible to receive a three thousand dollar ($3,000) retention incentive payable by October 15 2026; and

Employees in the specified Fire Telecommunication classifications who are employed as of September 29, 2027, will be eligible to receive a three thousand dollar ($3,000) retention incentive payable by October 15, 2027; and

The proposed side letter agreements will remain in effect through June 30, 2029, unless otherwise modified by mutual agreement of the parties. The City Council has reviewed and considered the proposed side letter agreements and finds that approval is in the best interests of the City and its residents; now, therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF STOCKTON, AS FOLLOWS:

1. The City Council hereby approves the B&C Fire Telecommunications Recruitment and Retention Side Letter Agreement, substantially in the form attached hereto as Exhibit 1 and incorporated herein by reference.

2. The City Council hereby approves the SCEA Fire Telecommunicator Recruitment and Retention Side Letter Agreement, substantially in the form attached hereto as Exhibit 2 and incorporated herein by reference.

3. The City Council hereby approves the temporary recruitment and retention incentives established by the side letter agreements for eligible employees in the designated Fire Telecommunication classifications, subject to the terms and conditions of the respective side letter agreements and the availability of funds.

4. The City Manager is hereby authorized and directed to execute the side letter agreements through June 30, 2029.

5. The City Manager and the Director of Human Resources are authorized to take whatever actions are appropriate and necessary to carry out the purpose and intent of this Resolution.

PASSED, APPROVED and ADOPTED September 29, 2026 .

CHRISTINA FUGAZI
Mayor of the City of Stockton

ATTEST:

BONNIE PAIGE
Interim City Clerk of the City of Stockton