**Side Letter Agreement**

To the Memorandum of Understanding effective July 1, 2026 through June 30, 2029, Between the City of Stockton and Mid-Management/ Supervisory Level (B&C) Unit.

This will confirm an understanding reached between the City of Stockton (hereinafter referred to as the "City") and the Stockton Mid-Management/Supervisory Level (B&C) Unit.

**A. Temporary Recruitment Incentives for Newly Hired Telecommunications Supervisors and Fire Telecommunications/CAD Coordinators within the Fire Department**

In an effort to increase recruitment, the City and the Association have met and conferred and agree on the following:

1) All new first-time hires in the Fire Telecommunications Supervisor and Fire Telecommunications/CAD Coordinator classifications are eligible for a ten thousand dollar ($10,000) signing bonus when hired on or after July 1, 2026. This provision shall sunset and become ineffective at 11:59 pm on June 30, 2029. This bonus is non-pensionable and subject to applicable state and federal taxes. The bonus will be distributed as follows:
   a. Two thousand five hundred dollars ($2,500) payable no later than the fourth full pay period upon hire, or the full pay period following City Council adoption, whichever is later.
   b. Seven thousand five hundred dollars ($7,500) payable on the first full pay period following the first anniversary of the employee's start date.
   c. Employees who separate prior to their first anniversary in the Fire Telecommunications Supervisor or Fire Telecommunications/CAD Coordinator classifications will be required to reimburse the City two thousand five hundred dollars ($2,500) of the signing bonus which they received.
   d. An employee who transfers into the Fire Telecommunications Supervisor or Fire Telecommunications/CAD Coordinator classifications from the Police Department, shall not be considered a new hire for purposes of this provision and shall not be eligible for the signing bonus.
   e. Employees reinstated by Civil Service Resolutions shall not be considered a "new first-time hire" and shall not be eligible for the new-hire incentive under this provision.

**B. Temporary Retention Incentives for Current Fire Telecommunications Supervisors and Fire Telecommunications/CAD Coordinators within the Fire Department**

In an effort to increase retention of current employees, the City and the Association have met and conferred and agree on the following:

1) Each employee assigned to the Fire Telecommunications Supervisor or Fire Telecommunications/CAD Coordinator classifications and employed as of September 29, 2026, will receive a Retention Bonus in the amount of three thousand dollars ($3,000) payable by October 15, 2026.
2) Each employee assigned to the Fire Telecommunications Supervisor or Fire Telecommunications/CAD Coordinator classifications and employed as of September 29, 2027, will receive a Retention Bonus in the amount of three thousand dollars ($3,000) payable by October 15, 2027.
3) The parties understand that the City has authorized allocation to fund the above-described temporary programs through June 30, 2029. Continuation of this temporary recruitment incentive shall be subject to available allocation through the City's budget process.
4) 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, 2029. 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:

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Johnny Ford
*City Manager*

Date: _____

FOR THE ASSOCIATION:

_____

Tony Silva
*Labor Representative*

Date: _____

_____

Gilbert Garcia
*Administrative Services Director / Chief Financial Officer*

Date: _____

_____

Almarosa Vargas
*B&C President*

Date: _____

_____

Marie Guillory-Jones
*Director of Human Resources*

Date: _____

*Approved as to form:*

_____

Donald A. Larkin
*Interim City Attorney*

Date: _____