

Side Letter Agreement – Longevity Pay

**Side Letter Agreement
Between
The City of Stockton and the Stockton Police Management Association (SPMA)
Effective September 1, 2025 through March 31, 2034**

Longevity Pay

This will confirm an understanding reached between the City of Stockton (hereinafter referred to as “City”) and the Stockton Police Management Association (hereinafter referred to as “SPMA”).

In an effort to address retention of SPMA employees, the City and the SPMA have met and conferred and agree on the following:

1. Longevity Pay
 - a. Lump Sum Payment. For qualifying employees who were employed as of July 1, 2025 and who are in paid status as of September 1, 2025, the City will provide a one-time lump sum payment equivalent to two months of longevity pay to all eligible employees, which will be paid as soon as administratively possible. This payment represents compensation for longevity earned during the period of July 1, 2025 to August 31, 2025, based on the employees’ length of service with the City, as defined in eligibility criteria in section 1.b below. This payment will be reported as longevity pay and allocated to the corresponding pay periods in which it was earned. Longevity pay will continue to be provided on an ongoing basis as outlined in this Side Letter.
 - b. Eligibility criteria:
 - (1) Employees with five (5) years of paid service with the City shall receive additional compensation in the amount of two percent (2.0%) above their hourly rate of pay, paid on a per pay period basis.
 - (2) Employees with ten (10) years of paid service with the City shall receive an additional two percent (2.0%) above their hourly rate of pay (four percent (4%) combined total), paid on a per pay period basis.
 - (3) Employees with fifteen (15) years of paid service with the City shall receive an additional two percent (2.0%) above their hourly rate of pay (six percent (6%) combined total), paid on a per pay period basis.
 - (4) Employees with twenty (20) years of paid service with the City shall receive an additional two percent (2.0%) above their hourly rate of

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pay (eight percent (8%) combined total), paid on a per pay period basis.

2. The parties agree to execute this side letter with the understanding that for the period of July 1, 2025 through June 30, 2026, the City will be funding longevity pay with one-time reserves and that ongoing funding has not been identified for future years. Therefore, the parties agree that continuation of longevity pay shall be reviewed annually by the City Manager and the City Council for sustainability, affordability, and continuation. The City retains the sole discretion to determine whether funding each year is available and such determination shall be final.
3. Limited Term of Side Agreement: This side letter agreement shall be effective on September 1, 2025 and cease to be operative no later than 11:59 p.m. on March 31, 2034. 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:

FOR THE SPMA UNIT

Will Crew, Acting City Manager

Rafael Ruano, SPMA Negotiator

Date: _____

Date: _____

Lori Asuncion, City Attorney

Timothy Swails, President, SPMA

Date: _____

Date: _____

Chad Reed, Deputy City Manager, ASD

Date: _____

Rosemary Rivas, Director of HR

Date: _____