

**CITY OF MANTECA**

**AND**

**THE MANTECA CONFIDENTIAL MID-MANAGERS ASSOCIATION**

**SIDE LETTER OF AGREEMENT**

This Side Letter Agreement ("Side Letter") is made and entered into on September 30, 2021 pursuant to meet and confer with the Manteca Confidential Mid-Managers Association ("CMMA"). City and CMMA are sometimes referred to in this Side Letter as "Party" or, collectively, as the "Parties."

**CORONAVIRUS 2019 (COVID-19) VACCINE INCENTIVE**

This side letter will confirm the agreement of the parties that the City of Manteca will pay any current members who are or become fully vaccinated, as defined by the CDC, from COVID-19 no later than December 15, 2021 a one-time, non-PERSable COVID-19 Vaccine Incentive of \$400.00 to each member.

If the law subsequently requires employees to be vaccinated before December 15, 2021, the earlier date will be required for eligibility. Proof of vaccination is required in the form of a CDC Vaccination Card, a medical note from a physician, or a verified medical record.

Fully vaccinated means fourteen (14) days must have passed since an individual received the final dose of a two-vaccine shot or single dose of a one-shot vaccine. This would require the member to receive their final dose of a two-vaccine shot or single dose of one-shot vaccine no later than December 1, 2021.

The City will make every reasonable effort to process the payment of the vaccine incentive within one full pay period from the date that the employee makes the request for payment of the incentive, contingent upon receipt of proof of vaccination.

Manteca Confidential Mid-Managers  
Association

By  \_\_\_\_\_

George Montross, President CMMA

City of Manteca

By  \_\_\_\_\_

Aaron Slater, Director of Employee  
Services and Engagement