

CITY OF MANTECA

AND

THE MANTECA PUBLIC SAFETY MANAGEMENT ASSOCIATION

SIDE LETTER OF AGREEMENT

This Side Letter Agreement ("Side Letter") is made and entered into on July 21, 2026, pursuant to meet and confer with the Manteca Public Safety Management Association (MPSMA). City and the MPSMA are sometimes referred to in this Side Letter as "Party" or, collectively, as the "Parties."

All other provisions of the parties' Memorandum of Understanding (MOU) effective July 1, 2026 through June 30, 2029, shall remain unchanged unless otherwise agreed to by the parties or as a result of subsequent negotiations over a successor MOU.

19. SICK LEAVE

Sick leave with pay shall not be considered an earned right to time off from work at the employee's discretion but shall only be used for the diagnosis or care of an illness or disability, or for preventative medical, dental, or optical care of the employee or a member of the employee's immediate family.

With the exception of Battalion Chiefs, bargaining unit members shall accrue 96 hours of sick leave annually (4 hours per pay period)~~for each full month of continuous service~~. Battalion Chiefs shall accrue 144 hours of sick leave annually (6 hours per pay period)~~for each full month of continuous service~~. There shall be no maximum accumulation limit on sick leave accrual.

With regards to the Sick Leave Monitoring Policy, Police Captain, Police Lieutenant, Code Enforcement Supervisor and Fire Marshal classifications may utilize up to one hundred (100) hours of accrued sick leave per ~~12-month~~ period. Fire Battalion Chiefs may utilize up to two hundred forty (240) hours of accrued sick leave per calendar year.

For the purpose of this section, "immediate family" shall be defined as the employee's spouse/registered domestic partner, children/stepchildren, siblings, parents (including foster and step), parents of the employee's spouse/registered domestic partner (including foster and step), grandparents and grandchildren of the employee or the employee's spouse/registered domestic partner or other individuals whose relationship to the employee is that of a dependent. The City reserves the right to require an employee to establish to the City's satisfaction the dependent relationship.

Manteca Public Safety Management Association

City of Manteca

By _____

By _____

Scott Cunningham
President

Stephanie Van Steyn
Director of Human Resources