

**SIDELETTER TO THE MASTER
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MANTECA PUBLIC SAFETY MANAGEMENT ASSOCIATION AND THE CITY OF
MANTECA
JULY 1, 2019 – JUNE 30, 2021**

8. Parity

Should, by June 30, 2021, the Manteca Firefighters Association or the Manteca Police Officers Association agree to an increase to net PERSable compensation, including cost sharing, the members of this unit shall receive a commensurate increase at the same time as agreed to by the other units.

Due to this clause, members of this unit will receive a 1% salary increase, retroactive to July 1, 2019.

Additionally, the following changes to sections 11 and 15 are included for parity (the changes below are not retroactive).

11. Holiday Benefits *(following sentence added to the existing section):*

Holidays falling on a Monday, Friday or weekend. Employees of this group who work a 4/10 work schedule will be granted one additional day off, if a holiday lands on a day that is previously designated as their day off.

15. Educational Incentive Pay *(to now read):*

Members shall receive educational and certificate pay as follows:

Education incentive Pay: Battalion Chiefs/Fire Marshal shall receive educational incentive pay as follows: Associates Degree (5%) Bachelor's Degree (5%) (lessor of an Associate's Degree included), Master's Degree (5%), NFA Executive Fire Officer (5%)

Certificate Pay: Battalion Chiefs/Fire Marshal shall receive certificate incentive pay as follows: CFSTES Company Officer (2.5%), Coursework meeting Department requirements for fire investigator (2.5%), CSTI Hazardous Materials Specialist (2.5%), CFSTES Chief Officer/Chief Fire Officer (5%), CFSTES Executive Chief Fire Officer (5%), Licensed paramedic (5%), Strike Team Leader (5%), Fire Prevention Officer (5%)

The total amount of incentive pay for Battalion Chiefs/Fire Marshal of any combination of education and certificates listed above shall not exceed 15%.

Education Incentive Pay: Police Lieutenants, Police Captains and the Code Enforcement Supervisor: 5% for any one of the following: Bachelor's Degree, Master's Degree, Advanced POST Certificate, and a POST Management Certificate.

The total amount of educational incentive and certificates pay for Police Lieutenants, Police Captains and Code Enforcement Supervisor shall not exceed 15%.

Executed this ____ day of _____, 2020

MANTECA PUBLIC SAFETY MANAGEMENT
ASSOCIATION



Charlie Goeken
President



Dave Marques
Vice President

CITY OF MANTECA



Dawn Lichti
Acting Director of Human Resources



Miranda Lutzow
Interim City Manager