

**SIDE LETTER AGREEMENT TO THE MASTER
MEMORANDUM OF UNDERSTANDING**

BETWEEN THE

MANTECA POLICE OFFICERS' ASSOCIATION

AND THE

CITY OF MANTECA

JULY 1, 2019 – JUNE 30, 2021

This Side Letter Agreement ("Side Letter") is made and entered into on April 20, 2020 between the City of Manteca, ("City") and the Manteca Police Officers' Association ("MPOA"), herein referred to as "Party" or, collectively, as the "Parties."

The Parties have previously entered into a Memorandum of Understanding ("MOU"), which was adopted by the City pursuant to Resolution No. R2020-88 and has an effective term of July 1, 2019 to June 30, 2021.

In Section 9 of the MOU between the Parties, (Salary), the City and the MPOA agreed that;

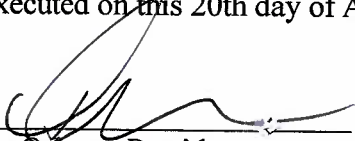
"Should, by January 2020, another bargaining unit agree to a higher salary increase than the percentages specifically listed above, members of this association shall receive a commensurate wage increase at the same time as agreed to by the other bargaining unit."

On April 17, 2020, the City notified the MPOA that another bargaining unit did receive a COLA that was above the increase set forth in Section 9 of the MOU between the Parties. Furthermore, the City agreed that the additional COLA increase for MPOA represented classifications would be effective July 1, 2019 as per the agreement.

**MPOA Side Letter Agreement
Additional COLA Increase
April 20, 2020**

Pursuant to the MOU agreement between the Parties that was set forth in Section 9, (Salary), the City will provide an additional one percent (1%) COLA increase to all classifications in this bargaining unit retroactive to July 1st 2019.

Executed on this 20th day of April, 2020.



Ian Osborn, President
Manteca Police Officers' Association



Miranda Lutzow
City Manager