

**SIDE LETTER AGREEMENT TO MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SHAFTER AND
THE SHAFTER PUBLIC WORKS UNIT OF THE
SERVICE EMPLOYEE INTERNATIONAL UNION, LOCAL 521**

The authorized representatives of the City of Shafter and the Shafter Public Works Unit of the Service Employee International Union, Local 521 (collectively, "Parties") have met and consulted pursuant to the Memorandum of Understanding (the "MOU"), approved by the City Council on December 7, 2021, and the Parties have determined that it is reasonable and appropriate to modify certain provisions of this MOU by means of this Side Letter Agreement ("Agreement").

Section 1. The following Sections of the MOU are amended to incorporate the changes and additions as follows:

SECTION 5.1 SALARY

g. Effective November 1, 2022, recognized employees shall receive a \$2.00 hourly retention pay adjustment. The pay adjustment slightly increases through each step of the City's pay schedule to maintain a 5% difference between each salary step.

Section 2. This amendment is effective November 1, 2022. Except as expressly modified by this Side Letter, the provisions of the existing MOU remain in full force and effect.

Ratification

This Side Letter Agreement has been ratified on November 1, 2022, pursuant to the recommendation of the following parties:

SEIU

DocuSigned by:

11/14/2022
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Delia Serrano, SEIU Internal Organizer Date


DocuSigned by:

11/14/2022
33FEAF1646E1473...
Marcelino, Ibarra, SEIU President Date

DocuSigned by:

11/28/2022
ED54319796104CF...
Abel Arellano, Board Member Date

CITY

DocuSigned by:

12/1/2022
E3E7549B25F64C3...
Gabriel A. Gonzalez, City Manager Date

DocuSigned by:

12/4/2022
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Cathy L. Prout, Mayor Date