

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

The authorized representatives of the City of Shafter and the Shafter Public Work Unit of the Service Employees International Union, Local 521 (collectively, "Parties") have met and conferred pursuant to the Memorandum of Understanding (the "MOU"), approved by the City Council on December 14, 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:

The Laborer I/II and Maintenance Worker classification titles shall be amended to Service Crew Member I/II. Laborer I/II shall be classified as Service Crew Member I and Maintenance Workers shall be classified as Service Crew Member II resulting in the following amendments to Section 1.2 Recognition:

SECTION 1.2 RECOGNITION

a. The City recognizes the Association as the recognized and exclusive representative for the following classifications:

- | | |
|--------------------|--------------------------|
| Equipment Operator | Service Crew Member I/II |
| Mechanic | Utility Operator I/II |
| Parks Foreman | Utility Technician |

SECTION 5.1 SALARY

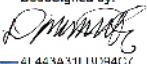
f. Effective January 1, 2022, Service Crew Member I/II shall receive an equity pay adjustment of twelve percent (12%) to the base salary. The Parties agree that the actual percentage may vary slightly due to rounding.

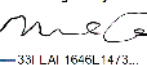
Section 2. Except as expressly modified by this Side Letter, the provisions of the existing MOU remain in full force and effect.

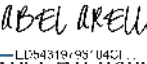
Ratification

This Side Letter Agreement has been ratified on May 17, 2022, pursuant to the recommendation of the following parties:

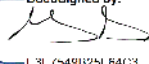
SEIU

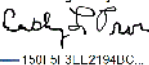
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 Denia Serrano, SEIU Internal Organizer Date

DocuSigned by:  5/26/2022
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 Iván Cejudo, SEIU President Date

DocuSigned by:  5/31/2022
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 Abel Arellano, Board Member Date

CITY

DocuSigned by:  5/31/2022
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 Gabriel A. Gonzalez, City Manager Date

DocuSigned by:  5/31/2022
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 Cathy L. Trout, Mayor Date