

**SIDE LETTER AGREEMENT TO MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF SHAFTER AND  
THE SHAFTER POLICE OFFICERS ASSOCIATION**

The authorized representatives of the City of Shafter and the Shafter Police Officers Association (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**

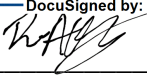
- j. Effective November 1, 2022, recognized employees shall receive a \$2.00 hourly retention pay adjustment. The pay adjustment slightly increases through each step of the City's pay schedule to maintain a 5% difference between each salary step.


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.

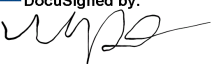
**Ratification**


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

**SPOA**

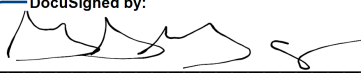
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SPOA President Date


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SPOA Vice President Date

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SPOA Board Member Date

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**CITY**

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Gabriel A. Gonzalez, City Manager Date

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Cathy L. Prout, Mayor Date