

**SIDE LETTER TO THE EMPLOYEE COMPENSATION AND BENEFITS PLAN
(RESOLUTION NO. 2022-59) BETWEEN THE CITY OF SAN BERNARDINO (“CITY”)
AND EXECUTIVE EMPLOYEES (“EXECUTIVES”)**

The City and the Executives hereby agree to a modification of the terms and conditions set forth in the Employee Compensation and Benefits Plan (2022-2025) between the City and the Executives (hereinafter referred to as “the Plan”) as follows:

1. The Parties separately agree by this Side Letter Agreement to implement a one-time, non-pensionable premium pay for essential work provided during the COVID-19 public health emergency as follows:
 - a. One-time lump sum premium payment for all eligible full-time employees of \$5,000. Employees must have been employed at any time during March 13, 2020, through May 5, 2023, and must be employed on the date that the payment is disbursed.
 - b. The premium payment is considered non-pensionable compensation.
 - c. Members have the option to allocate the premium payment into their 457 (b) deferred compensation plan.
 - d. The premium pay will be issued on the second pay date following approval by the City Council.
2. This Side Letter Agreement shall become effective upon City Council approval.
3. All other terms and conditions of the Plan shall remain the same.

Charles E. McNeely, Interim City Manager
City of San Bernardino

Date: _____

**SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SAN BERNARDINO (“CITY”) AND THE GENERAL UNIT
EMPLOYEES**

The modification of the terms and conditions set forth in the Memorandum of Understanding (2020-2025) between the City and the General Unit (hereinafter referred to as “MOU”) are as follows:

1. This Side Letter Agreement is to implement a one-time, non-pensionable premium pay for essential work provided during the COVID-19 public health emergency as follows:
 - a. One-time lump sum premium payment for all eligible full-time employees of \$5,000. Employees must have been employed at any time during March 13, 2020, through May 5, 2023, and must be employed on the date that the payment is disbursed.
 - b. The premium payment is considered non-pensionable compensation.
 - c. Members have the option to allocate the premium payment into their 457 (b) deferred compensation plan.
 - d. The premium pay will be issued on the second pay date following approval by the City Council.
2. This Side Letter Agreement shall become effective upon City Council approval.
3. All other terms and conditions of the MOU shall remain the same.

Charles E. McNeely, Interim City Manager
City of San Bernardino

Date: _____

**SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SAN BERNARDINO (“CITY”) AND THE TEAMSTERS,
LOCAL 1932 (“UNION”) REPRESENTING THE MIDDLE MANAGEMENT
EMPLOYEES**

The City and the Union hereby agree to a modification of the terms and conditions set forth in the Memorandum of Understanding (2020-2025) between the City and the Union (hereinafter referred to as “MOU”) as follows:

1. The Parties separately agree by this Side Letter Agreement to implement a one-time, non-pensionable premium pay for essential work provided during the COVID-19 public health emergency as follows:
 - a. One-time lump sum premium payment for all eligible full-time employees of \$5,000. Employees must have been employed at any time during March 13, 2020, through May 5, 2023, and must be employed on the date that the payment is disbursed.
 - b. The premium payment is considered non-pensionable compensation.
 - c. Members have the option to allocate the premium payment into their 457 (b) deferred compensation plan.
 - d. The premium pay will be issued on the second pay date following approval by the City Council.
2. This Side Letter Agreement shall become effective upon City Council approval.
3. All other terms and conditions of the MOU shall remain the same.

David Farugia, Business Agent
Teamsters, Local 1932

Charles E. McNeely, Interim City Manager
City of San Bernardino

Date: _____

Date: _____

**SIDE LETTER TO THE EMPLOYEE COMPENSATION AND BENEFITS PLAN
(RESOLUTION NO. 2021-269) BETWEEN THE CITY OF SAN BERNARDINO
("CITY") AND THE SAN BERNARDINO CONFIDENTIAL AND MANAGEMENT
ASSOCIATION ("ASSOCIATION")**

The City and the Association hereby agree to a modification of the terms and conditions set forth in the Employee Compensation and Benefits Plan (2020-2025) between the City and the Association (hereinafter referred to as "the Plan") as follows:

1. The Parties separately agree by this Side Letter Agreement to implement a one-time, non-pensionable premium pay for essential work provided during the COVID-19 public health emergency as follows:
 - a. One-time lump sum premium payment for all eligible full-time employees of \$5,000. Employees must have been employed at any time during March 13, 2020, through May 5, 2023, and must be employed on the date that the payment is disbursed.
 - b. The premium payment is considered non-pensionable compensation.
 - c. Members have the option to allocate the premium payment into their 457 (b) deferred compensation plan.
 - d. The premium pay will be issued on the second pay date following approval by the City Council.
2. This Side Letter Agreement shall become effective upon City Council approval.
3. All other terms and conditions of the Plan shall remain the same.

Marcus Anderson, President
San Bernardino Confidential/Management Association

Charles E. McNeely, Interim City Manager
City of San Bernardino

Date: _____

Date: _____

**SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SAN BERNARDINO (“CITY”) AND THE SAN
BERNARDINO POLICE DISPATCH ASSOCIATION (“ASSOCIATION”)**

The City and the Association hereby agree to a modification of the terms and conditions set forth in the Memorandum of Understanding (2021-2025) between the City and the Association (hereinafter referred to as “MOU”) as follows:

1. The Parties separately agree by this Side Letter Agreement to implement a one-time, non-pensionable premium pay for essential work provided during the COVID-19 public health emergency as follows:
 - a. One-time lump sum premium payment for all eligible full-time employees of \$5,000. Employees must have been employed at any time during March 13, 2020, through May 5, 2023, and must be employed on the date that the payment is disbursed.
 - b. The premium payment is considered non-pensionable compensation.
 - c. Members have the option to allocate the premium payment into their 457 (b) deferred compensation plan.
 - d. The premium pay will be issued on the second pay date following approval by the City Council.
2. This Side Letter Agreement shall become effective upon City Council approval.
3. All other terms and conditions of the MOU shall remain the same.

Matthew Abrego, President
San Bernardino Police Dispatch Association

Charles E. McNeely, Interim City Manager
City of San Bernardino

Date: _____

Date: _____

**SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SAN BERNARDINO (“CITY”) AND THE SAN
BERNARDINO POLICE MANAGEMENT ASSOCIATION (“ASSOCIATION”)**

The City and the Association hereby agree to a modification of the terms and conditions set forth in the Memorandum of Understanding (2020-2025) between the City and the Association (hereinafter referred to as “MOU”) as follows:

1. The Parties separately agree by this Side Letter Agreement to implement a one-time, non-pensionable premium pay for essential work provided during the COVID-19 public health emergency as follows:
 - a. One-time lump sum premium payment for all eligible full-time employees of \$5,000. Employees must have been employed at any time during March 13, 2020, through May 5, 2023, and must be employed on the date that the payment is disbursed.
 - b. The premium payment is considered non-pensionable compensation.
 - c. The premium payment shall be deposited into each member’s 401 (a) plan.
 - d. The premium pay will be issued on the second pay date following approval by the City Council.
2. This Side Letter Agreement shall become effective upon City Council approval.
3. All other terms and conditions of the MOU shall remain the same.

Adam Affrunti, President
San Bernardino Police Management Association

Charles E. McNeely, Interim City Manager
City of San Bernardino

Date: _____

Date: _____

**SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SAN BERNARDINO (“CITY”) AND THE SAN
BERNARDINO POLICE OFFICERS ASSOCIATION (“ASSOCIATION”)**

The City and the Association hereby agree to a modification of the terms and conditions set forth in the Memorandum of Understanding (2020-2025) between the City and the Association (hereinafter referred to as “MOU”) as follows:

1. The Parties separately agree by this Side Letter Agreement to implement a one-time, non-pensionable premium pay for essential work provided during the COVID-19 public health emergency as follows:
 - a. One-time lump sum premium payment for all eligible full-time employees of \$5,000. Employees must have been employed at any time during March 13, 2020, through May 5, 2023, and must be employed on the date that the payment is disbursed.
 - b. The premium payment is considered non-pensionable compensation.
 - c. Members have the option to allocate the premium payment into their 457 (b) deferred compensation plan.
 - d. The premium pay will be issued on the second pay date following approval by the City Council.
2. This Side Letter Agreement shall become effective upon City Council approval.
3. All other terms and conditions of the MOU shall remain the same.

Jonathan Plummer, President
San Bernardino Police Officers Association

Charles E. McNeely, Interim City Manager
City of San Bernardino

Date: _____

Date: _____