

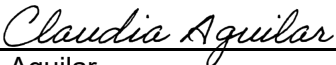
**LETTER OF AGREEMENT  
FISCAL AND POLICY PROFESSIONALS ASSOCIATION (MOU 61)**

**SALARY REOPENER PROVISIONS IN 2019-2023 MOU**


Between January 2022 and April 2022, the parties engaged in the meet and confer process pursuant to the Salary Reopener Amendment to the 2019-2023 Memoranda of Understanding (MOU). This Letter of Agreement is the product and represents the conclusion of that meet and confer process in which the parties reached agreement, the terms of which are as follows:

1. Pay each full time or regular half-time bargaining unit member (assigned to full time legacy status 10, 11, 12, 13, 14, 22, 24, 25, 26, or 27 or regular half-time legacy status 15, 16, 17, 22, 24, 25, 26, 27 a cash amount equal to the percentage of salary that was deferred (Deferred Amount): from January 31, 2021, to June 19, 2022; from January 30, 2022, to January 29, 2023; and, from June 19, 2022, to June 18, 2023, for a total of 6.3%. Pay each intermittent, part-time bargaining unit member (assigned to legacy status 6, 7, 22, 25, 26, or 27) a fixed cash amount (Fixed Amount) of \$1,000.00. The following conditions apply:
2. The total amount paid to an employee shall be paid in two installments. The first installment of the Deferred Amount or Fixed Amount shall be half of the total amount, made payable through the regular payroll process on June 15, 2022. The second installment of the Deferred Amount or Fixed Amount shall be an amount equal to the first installment, made payable through the regular payroll process on November 16, 2022. The Deferred Amount shall be calculated on a bargaining unit member's regular rate of pay, i.e., the base hourly rate and all regularly assigned bonus pay. The Deferred Amount calculation shall be made on the regular rate of pay effective during the pay period corresponding with the first payment in June 2022.
3. For employees who join the bargaining unit after June 4, 2022, but before November 16, 2022, the Deferred Amount shall be calculated on a bargaining unit member's regular rate of pay, as stated in number 2 above, effective during the pay period corresponding with the November 16, 2022, pay check.
4. Each installment of the Deferred Amount or Fixed Amount shall be paid to all bargaining unit members who are on active payroll status during the pay period corresponding to the day that the installment is paid.

**FOR THE UNION:**

  
\_\_\_\_\_  
Claudia Aguilar  
President  
  
5/12/22  
\_\_\_\_\_  
Date

**FOR THE CITY:**

  
\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer  
  
5/12/2022  
\_\_\_\_\_  
Date