

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SANTA CLARA

AND

THE PUBLIC SAFETY NON-SWORN EMPLOYEES ASSOCIATION
(UNIT 10)

LATERAL PUBLIC SAFETY DISPATCHER HIRING INCENTIVE PROGRAM

The City and the Public Safety Non-Sworn Employees Association (Unit 10) agree to the following Lateral Public Safety Dispatcher Hiring Incentive Program:

1) Eligibility


- a. Lateral new hires into the Public Safety Dispatcher II (Job Code 340), Public Safety Dispatcher III (Job Code 341), or Senior Public Safety Dispatcher (Job Code 725) classifications hired on or after the implementation of the Lateral Public Safety Dispatcher Hiring Incentive Program shall be eligible for the recruitment incentive described in Section 2 below.
- b. A lateral hire is someone hired into the City as a Public Safety Dispatcher II (Job Code 340), Public Safety Dispatcher III (Job Code 341), or Senior Public Safety Dispatcher (Job Code 725) classifications who has experience working in a Public Safety Dispatcher position or classification with another agency, and was considered a permanent employee in a Public Safety Dispatcher position or classification with another agency.
- c. Current employees in the classifications of Public Safety Dispatcher II (Job Code 340), Public Safety Dispatcher III (Job Code 341), or Senior Public Safety Dispatcher (Job Code 725) classifications are ineligible for the Incentive Program.

2) Recruitment Incentive

- a. A lateral hire is eligible to receive a recruitment incentive of no more than \$7,500 total, subject to applicable taxes, pursuant to the following time frames:
 - i. \$2,500 at hire to be paid on the paycheck associated with the first full pay period after the lateral hire starts working for the City.

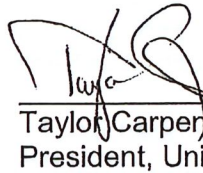
- ii. \$2,500 at the completion of training as a Public Safety Dispatcher II (Job Code 340), Public Safety Dispatcher III (Job Code 341), or Senior Public Safety Dispatcher (Job Code 725) to be paid on the paycheck associated with the first full pay period after the lateral hire has completed training as determined by the City.
 - iii. \$2,500 at the completion of the lateral hire's probationary period as a Public Safety Dispatcher II (Job Code 340), Public Safety Dispatcher III (Job Code 341), or Senior Public Safety Dispatcher (Job Code 725) to be paid on the paycheck associated with the first full pay period after the lateral hire has passed their probationary period.
- 3) This Side Letter Agreement shall not establish precedent for future agreements and shall not be construed or implied to obligate the City or Unit 10 to enter into any similar agreements in the future.
- 4) This Side Letter Agreement shall become effective when signed by all parties below and upon approval by City Council.

FOR THE CITY:




Jovan D. Grogan 10/19/23
City Manager Date

FOR UNIT 10:



Taylor Carpenter 10/02/2023
President, Unit 10 Date



Aracely Azevedo 10/17/23
Director of Human Resources Date