

**SIDE LETTER AGREEMENT  
BETWEEN THE PUBLIC SAFETY MANAGER'S ASSOCIATION  
AND  
THE CITY OF SUNNYVALE**

This side letter is entered into by and between the Public Safety Managers Association (PSMA) and the City of Sunnyvale (City).

**RECITALS**

- A. In 2016, the City and PSMA negotiated a memorandum of understanding (MOU) effective July 1, 2015 – December 31, 2021.
- B. The MOU contains a provision for an education incentive effective July 1, 2016. The incentive is 2.5% in addition to an employee's base hourly rate for possession of a graduate degree from an accredited college or university.
- C. The incentive was implemented as a separate pay and was not included in the base pay ranges on the salary table.
- D. On or about September 20, 2017, PSMA contacted the City and stated that it was their understanding that the incentive would be included on the salary table because a similar education incentive for the Public Safety Officers Association (PSOA) is included in salary tables. PSMA requested that implementation of the Education Incentive be revised in that manner.
- E. The parties have agreed to revise implementation of the incentive to include the applicable amounts in base pay on the salary table, effective the first pay period following City Council approval.

**AGREEMENT**

The City and PSMA hereby agree as follows:

- 1. Effective the first pay period following Council approval (April 22, 2018), the salary table will be revised to include pay range 19PSG (Public Safety Captain with Graduate Degree) and 20PSG (Deputy Chief Public Safety with Graduate Degree).
- 2. Employees currently receiving the educational incentive will be moved to the appropriate pay range.
- 3. All other provisions of the MOU remain in effect unchanged.

Agreed to this \_\_\_\_ day of \_\_\_\_\_ 2018.

FOR THE CITY

FOR THE PUBLIC SAFETY MANAGERS ASSOCIATION

\_\_\_\_\_  
City Manager

\_\_\_\_\_  
President

\_\_\_\_\_  
Human Resources Director