

**Side Letter of Agreement
Between
The City of Clearlake
And
Middle Management Association**

This side letter memorializes an agreement reached between the City of Clearlake (“City”) and the Middle Management Association (“Association”) to add language to the July 1, 2019 through June 30, 2021 Memorandum of Understanding (“2019-2021 MOU”) between the parties. All other terms and conditions of the MOU shall remain in full force and effect. The City and Association agree that the existing provision of Section 7.2 in the 2019-2021 MOU shall be replaced as follows:

7.2 Holiday Pay

Shift employees in the Police Department shall receive a monthly payment equal to eleven-twelfths (11/12) of eight (8) hours salary in lieu of holiday pay. The calculation for holiday in lieu pay shall include base salary, Peace Officer Standards and Training (POST) Certificate Pay, Bilingual Pay, and Longevity Pay.

Effective July 1, 2021, holiday pay was eliminated.

It is understood that this side letter of agreement is of no force and effect whatsoever until the Clearlake City Council adopts the side letter.

For the City of Clearlake

For the Middle Management Association

[Name]
[Title]

[Name]
[Title]