

Proposed Letter of Agreement

City of Palo Alto and Palo Alto Peace Officers' Association

July 1, 2020 – June 30, 2022



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### Section I. Introduction and MOA Term Extension

In early 2020, the City of Palo Alto (City) and the Nation were impacted by the COVID-19 health pandemic. Both the City and the Palo Alto Peace Officers' Association (Association) have a mutual interest in extending the current Memorandum of Agreement (MOA) as set forth below. All other terms and conditions other than those set forth below shall be maintained for the duration of the MOA.

### Section II. Duration

The Parties agree to amend Section 48 ("Duration") of the current MOA to extend the term for one (1) additional year, for an expiration of June 30, 2022.

### Section III. Salary

The Parties agree to amend Section 7 ("Salary Provisions") of the current MOA to defer the previously negotiated wage increase of three (3%) percent which would have taken effect the first full pay period following July 1, 2020 to the first full pay period following July 1, 2021.

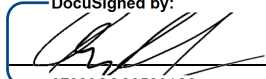
The Parties also agree to enter into a separate side letter agreement establishing a special rate of pay for members when voluntarily working overtime on special assignment performing work as a Public Safety Dispatcher.


### Section IV. Retirement Incentive

The Association has approved the City's July 2020 Sworn retirement incentive program. Below is an overview of the program for reference:

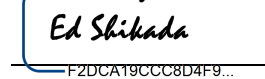
- Sworn personnel who retire from the City on or before July 31, 2020 will be eligible for a onetime \$30,000 payment
- Sworn personnel must make their irrevocable retirement decision within the announced two (2) week window.
- The number of eligible personnel will be capped at nine (9) sworn personnel within the City of Palo Alto Police Department.


For the Association:

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 Sgt. Anthony Becker Date 6/22/2020


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 Sgt. Aaron Sunseri Date 6/23/2020

For the City:


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 City Manager Ed Shikada Date 7/17/2020

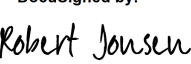
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 City Attorney Molly Stump Date 7/16/2020


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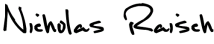
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Agt. Joel Hornung Date

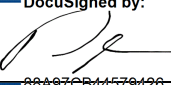
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Ofcr. Joshua Salkeld Date

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Chief Robert Jonsen Date

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Sgt. Alex Afanasiev Date

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ER Manager Nick Raisch Date

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Peter A Hoffmann, Rains Lucia Stern Date