

Attachment 1, Exhibit A

SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF EL PASO DE ROBLES AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 620

This side letter of agreement modifies the existing Memorandum of Understanding (MOU) between the City of El Paso de Robles (“City”) and the Service Employees International Union, Local 620 (SEIU) for the period of January 1, 2023 through December 31, 2025. The following changes shall be effective October 1, 2024. Except as modified below, all other terms of the SEIU MOU shall remain unchanged.

21. POLICE OFFICER RECRUIT ACADEMY HOUSING REIMBURSEMENT

Employees classified as a Police Officer Recruit who are required to attend a police academy over 60 miles in distance from their place of residence shall be eligible to receive a housing reimbursement not to exceed \$1,500 per month for the duration of their participation in the academy. Recruits are required to submit proof of housing/rental agreement in order to receive reimbursement. Reimbursement eligibility will cease upon completion or termination from the academy.

Employees shall be responsible for any applicable federal, state, or local taxes. Based on Title 2 of the California Code of Regulations Section 571, the housing reimbursement will not be considered “special compensation”, will not be reported to CalPERS as compensation, and will not be considered as compensation when calculating an employee’s retirement benefits. In the event that CalPERS determines that housing reimbursement meets the definition of “special compensation”, both parties agree to re-open negotiations related to the financial impacts and implementation of this issue.

City of El Paso de Robles

Service Employees International
Union, Local 620

Date

Date