

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF TURLOCK AND
MANAGEMENT EMPLOYEES REGARDING DOCTORATE DEGREE PAY**

The City of Turlock ("City") and the Management Employees ("Management") hereby enter into this Side Letter Agreement regarding the City's proposal to amend the Schedule of Benefit Plan and Policies between the City of Turlock and Management Employees ("SOB").

WHEREAS, the SOB between the City and Management currently provides for an additional 2.5% increase to the base salary of employees who possess a Master's Degree from an accredited college or university; and,

WHEREAS, the City desires to provide an additional 2.5% increase to the base salary of employees who possess a Doctorate Degree (i.e., Ph. D., J.D., etc.) from an accredited college, university, or law school.

NOW THEREFORE, the parties hereby agree as follows:

1. The parties agree that this Side Letter Agreement is based on specific facts and shall not set any precedent related to future negotiations or other subjects of bargaining.

2. Employees who possess a Doctorate Degree from an accredited college, university, or law school will receive an additional 2.5% of their base salary per month. To receive Doctorate Degree pay, employees must provide the Human Resources Division with a college, university, or law school transcript establishing possession of a Doctorate Degree. Doctorate Degree Pay becomes effective the pay period following verification that employee possesses a Doctorate Degree and will be paid at the time and in the manner as all other special pay.

MANAGEMENT EMPLOYEES

Alison Arias
NAME

9/26/2022
DATE

FOR THE CITY

Jessie Dhami
NAME

10/28/2022
DATE