

**SIDE LETTER AGREEMENT  
TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY OF MENIFEE  
AND  
THE MENIFEE MISCELLANEOUS POLICE EMPLOYEE ASSOCIATION**

The parties agree to modification to the Fiscal Year 2021 through 2024 Memorandum of Understanding (MOU) as amended and extended, as indicated below.

The parties understand and agree that this side letter is being entered into following the meet and confer process due to a limited reopener during the term of the MOU.

The language under article 15.1 Reopeners, Sub-section 15.1.3, indicates:  
The parties agree to a limited reopener during the term of the MOU if the City Employees Association Units receives an increase in their health insurance of compensation provisions, which shall also apply to the MMPEA retroactively to the date applied to the City Employee's Association.

The parties agree to the terms and conditions indicated below.

**1. Article 9.3 Compensation**

**9.3.3** Effective July 1, 2023, all employees, currently employed as of the date of this side letter, in the unit represented by Association shall receive a compensation base salary increase of four percent (4%).

**2. Holiday Closures**

**Retroactively effective July 1, 2023** - the parties agree on the removal of the 2<sup>nd</sup> Monday in October (Columbus Day) from the list of paid holidays in exchange for the closure of non-public safety City Facilities from December 24<sup>th</sup> to January 2<sup>nd</sup>.

The parties further agree that the Holiday schedule between December 24, 2023 and January 2, 2024 will be as follows:

- Non-public safety facilities closed between December 25, 2023 and January 1, 2024 (re-open on Tuesday, January 2, 2024)
- Any employee that is required to work during the closure for public safety purposes shall receive the additional days of floating holiday time.

**3. Article 12.6 Holidays**

The language under Article 12.6.16.1- Holiday Pay Options is amended by replacing the current language with the new language as per below:

**Current Language**

**12.6.16.1 Holiday Pay Options.** Employees required to work holidays will receive a bank of 112.5 hours of holiday hours during the first full pay period following July 1. The employee will be required to schedule a period of 40 holiday hours, with option for 80 holiday hours of consecutive leave during a period between July 1 and June 30 of the fiscal year (sabbatical).

**New Language**

**12.6.16.1 Holiday Pay Options.** Employees required to work holidays will receive a bank of 112.5 hours of holiday hours during the first full pay period following July 1. The employee will be required to schedule a period of 40 holiday leave hours during the fiscal year between July 1 and June 30.

All other Sections and Sub-sections of the MOU remain in full force and effect.

The undersigned agree to the terms as stated in this side letter agreement and support its implementation.

**City of Menifee**

**Menifee Police Management  
Association**

\_\_\_\_\_  
Jonathan Nicks, Deputy City Manager

\_\_\_\_\_  
Tiffany Moran, Managing Labor  
Representative

\_\_\_\_\_  
Natalie Jacobs, Human Resources  
Supervisor

\_\_\_\_\_  
Chonte Keene, Menifee Miscellaneous  
Police Employee Association President