

SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF MENIFEE

AND

MENIFEE MISCELLANEOUS POLICE EMPLOYEES ASSOCIATION

This Side Letter of Agreement ("Agreement") is entered into by and between the City of Menifee ("City") and the Menifee Miscellaneous Police Employees Association ("MMPEA") (collectively, the "Parties") with respect to the following:

WHEREAS, the Parties are parties to a Memorandum of Understanding (MOU) that defines shift selection and rotation procedures for employees in the Community Services Officer I/II position ("CSO"), which expires on June 30, 2027; and

WHEREAS, the current MOU specifies that CSO employees select shifts based on seniority, with two six-month rotation periods per year (January–June and July–December), and shift selections occur at least 60 days before each rotation change; and

WHEREAS, due to the timing of the recently approved MOU, the City of Menifee Police Department had already implemented a March 2025 shift rotation, which deviates from the MOU's prescribed January/July schedule; and

WHEREAS, the City and MMPEA mutually agree that a temporary deviation is necessary to align shift rotations for MMPEA employees with the Police Officer rotation schedule, which begins in July; and

WHEREAS, the Parties wish to memorialize this temporary deviation from the shift rotation schedule in writing through this Agreement to ensure transparency and prevent any future disputes;

NOW, THEREFORE, the following sets forth the Parties' Agreement:

1. Temporary Deviation from Shift Rotation
 - a The March–July 2025 shift selection will remain in effect for this cycle.
 - b An additional shift change will occur in July 2025 to synchronize the MMPEA shift rotation schedule with that of the Police Officers.
2. Future Compliance with MOU
 - a Beginning with the July 2025 shift rotation, the Department shall fully implement the standard six-month rotation cycle, with shift selections occurring 60 days prior to each cycle change.
3. No Precedent
 - a This Agreement is a temporary agreement and shall not establish a binding past practice or precedent for future shift scheduling matters.

- b The parties agree that this modification is limited to the 2025 shift rotation and does not alter any other provision in the MOU.
4. Except as expressly modified by this Agreement, all other terms, wages, hours, and conditions of employment as set forth in the MOU shall remain in full force and effect.

This Agreement shall take effect immediately upon City Council approval and the execution by the authorized representatives of both parties.

CITY OF MENIFEE

MENIFEE MISCELLANEOUS POLICE
EMPLOYEES ASSOCIATION

By: _____
Armando Villa, City Manager

By: _____
Nicole Kemp

APPROVED AS TO FORM

By: _____
MMPEA Labor Representative

By: _____
Joseph Larsen,
Rutan & Tucker, LLP