

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SANTA CLARA

AND

UNCLASSIFIED MISCELLANEOUS MANAGEMENT EMPLOYEES (UNIT 9)

**PILOT PROGRAM – STADIUM DETAIL ASSIGNMENT FOR
COMMUNICATIONS OPERATIONS MANAGER (JOB CODE 068)**

The City and the Unclassified Miscellaneous Management Employees (hereafter, "Unit 9") agree to a Pilot Program work performed by the Communications Operations Manager (Job Code 068) when working as a Public Safety Dispatcher at Levi's Stadium ("Stadium Detail"):

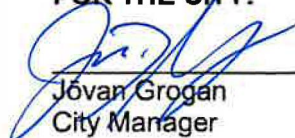
A. Stadium Detail for Police Communications Manager (Job Code 068).

1. The parties acknowledge that the Police Communications Manager (Job Code 068) is an exempt and salaried management employee.
2. To alleviate staffing issues, through December 31, 2026, the Police Communications Manager will be paid the hourly rate of Step 5 of the Public Safety Dispatcher II (Job Code 340) for each hour worked when assigned to work at Levi's Stadium as a Public Safety Dispatcher II. This is in addition to the Police Communications Manager's regular salary.
3. Such pay and detail shall be limited to those events where the Chief of Police or Assistant Police Chief determines staffing requires the Police Communications Manager is needed to work in the capacity of a Public Safety Dispatcher II at Levi's Stadium.
4. The Police Communications Manager must complete the assignment physically at the Stadium location in order to be eligible. The Police Communications Manager is to perform the duties of the Public Safety Dispatcher II and not to work in the capacity of Police Communications Manager when assigned to Levi's Stadium to be eligible for the additional pay under this Pilot Program.

B. This Side Letter Agreement shall not establish precedent for future agreements and shall not be construed or implied to obligate the City or Unit 9 to enter into any similar agreements in the future.

C. This Side Letter Agreement that amends the current MOU shall become effective after it is adopted by the City and signed by all parties below, and shall expire on December 31, 2026.

FOR THE CITY:


Jovan Grogan
City Manager

11/13/25
Date

FOR UNIT 9:


Carolyn McDowell
President, Unit 9

11/10/25
Date