

**SIDE LETTER AGREEMENT**

BETWEEN

THE CITY OF SANTA CLARA

AND

THE UNCLASSIFIED POLICE MANAGEMENT ASSOCIATION  
(UNIT 9A)

**DEFERRED COMPENSATION (401A)**

The City and the Santa Clara Unclassified Police Management Association (hereafter, "Unit 9A") agree to this Side Letter Agreement (hereafter, "Agreement") regarding the City's deferred compensation contribution.

The 2024-2025 MOU between the City and Unit 9A provides for a City contribution of \$150 per month to the City's deferred compensation plan on behalf of each represented employee enrolled in the City's 457(b) deferred compensation plan ("Employer Contribution"). An employee must be in paid status and be enrolled in the City's deferred compensation plan at the time of the contribution to be eligible to receive the Employer Contribution.

The City and Unit 9A agree that beginning the first full pay period after the implementation of the 401(a) deferred compensation plan, the Employer Contribution shall be made to the 401(a) plan and not the 457(b) plan. This change will enable employees to maximize the employee pre-tax contribution to their 457(b) account and receive the Employer Contribution in the 401(a) plan.

This Agreement shall not establish precedent for future agreements and shall not be construed or implied to obligate the parties to enter into any similar agreements in the future.

This Agreement is effective after it is signed by all parties below and adopted by City Council.

**FOR THE CITY:**

**FOR UNIT 9A:**

 7/2/25  
Jovan D. Grogan Date  
City Manager

Luis Martin 6/25/2025  
Luis Martin Date  
Unit 9A

Aracely Azevedo 07/02/2025  
Aracely Azevedo Date  
Director of Human Resources

R. Fitting 6/25/2025  
Richard Fitting Date  
Unit 9A