

SIDE LETTER AGREEMENT  
BETWEEN  
THE CITY OF SANTA CLARA  
AND  
PUBLIC SAFETY NON-SWORN EMPLOYEES ASSOCIATION  
(UNIT 10)

**TRAINING PREMIUM PAY PILOT PROGRAM  
(SENIOR PUBLIC SAFETY DISPATCHERS)**

The City and the Public Safety Non-Sworn Employees Association (hereafter, "Unit 10") agreed to the following pilot program for a training pay for Senior Public Safety Dispatchers (Job Code 725) effective November 19, 2024.

1. The parties acknowledge that Section 45 of the Memorandum of Understanding (hereafter, "MOU") between the City and Unit 10 provides as follows:

*Community Service Officer IIs assigned as Field Training Officers to train newly hired Community Service Officers, Police Records Specialist IIs assigned to train newly hired Police Records Specialists, and Public Safety Dispatcher IIs assigned to train newly hired Public Safety Dispatcher Is or IIs will be entitled to premium training pay of five percent (5%) for actual hours worked performing those duties.*

2. The parties hereby agree to a twelve (12) month pilot program providing the premium training pay of five percent (5%) to employees in the Senior Public Safety Dispatchers (Job Code 725) as follows:
  - a. Senior Public Safety Dispatchers assigned to train newly hired lateral Public Safety Dispatchers (hereafter, "lateral hires") only will be entitled to premium training pay of five percent (5%) for actual hours worked performing those duties.
  - b. A lateral hire is someone hired into the City as a Public Safety Dispatcher II (Job Code 340), Public Safety Dispatcher III (Job Code 341), or Senior Public Safety Dispatcher (Job Code 725) classifications who has experience working a Public Safety Dispatcher position or classification with another agency, and was considered a permanent employee in a Public Safety Dispatcher position or classification with another agency.

3. The Side Letter Agreement and pilot program was set to expire twelve (12) months from the effective date of this Side Letter. The parties hereby agree to extend the terms of the Side Letter Agreement and pilot program until December 31, 2026.
4. This Side Letter Agreement shall not establish precedent for future agreements and shall not be construed or implied to obligate the City or Unit 10 to enter into any similar agreements in the future.
5. This Side Letter Agreement shall become effective when signed by all parties below and upon approval by City Council.

FOR THE CITY:

  
Jovan D. Grogan      1/1/26  
City Manager

FOR UNIT 10:

  
Rachel Thomas      1/1/25  
President, Unit 10

  
Marco Mercado      12/19/2025  
Acting Director of Human Resources

Approved as to Form:

  
Sujata Reuter      1/16/2026  
Glen Googins      Date  
City Attorney