

**SIDE LETTER OF AGREEMENT**

City of San Buenaventura and  
Ventura Maintenance Employees' Association

This Side Letter of Agreement to the existing Memorandum of Understanding (July 1, 2018 – June 30, 2020) [MOU] and associated Side Letter extending the MOU (July 1, 2020 – December 31, 2020) [Extension Side Letter] is entered into between the City of San Buenaventura, by and through its City Manager, and the Ventura Maintenance Employees' Association [VMEA], by and through its duly authorized representative.

This Side Letter of Agreement [Furlough Side Letter] hereby amends the terms and conditions of the MOU and Extension Side Letter.

Article 5 – Wages. (add to existing language)

E. Furlough

Due to revenue short-falls and increased expenses due to the worldwide COVID-19 situation, VMEA members will be on unpaid furlough forty (40) regular hours between the signing of this agreement and December 31, 2020. Employees will not report to work when unpaid furlough hours are taken. Unpaid furlough hours must be taken in increments of at least four (4) hours and shall be scheduled in advance with supervisory approval to ensure proper staffing coverage levels are maintained without the use of overtime to backfill the absence.

1. Any VMEA member who retires or separates from City employment by August 6, 2020, is not subject to this provision. If an employee does not retire or separate by August 6, 2020, they will become subject to this provision.

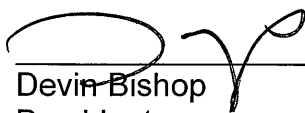
2. Any new VMEA member who is hired on or after the signing of this agreement is not subject to this provision.

F. Merit Pay – Merit pay increases for VMEA members, as described in Article 4, are suspended through December 31, 2020.

Should the City receive emergency state or federal funding, the City agrees to meet and confer over elimination and/or reversal of the provisions indicated in sections (E) and (F) of Article 5.

The amendment to Article 5 referenced above shall expire on December 31, 2020.

FOR THE ASSOCIATION

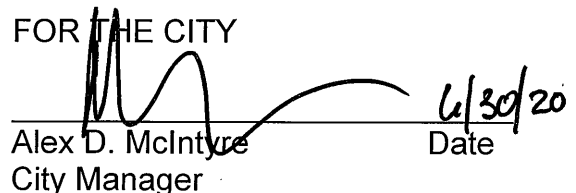


Devin Bishop  
President

7-1-20  
Date

Ventura Maintenance Employees' Association

FOR THE CITY



Alex D. McIntyre  
City Manager

6/30/20  
Date

APPROVED AS TO FORM  
Gregory G. Diaz, City Attorney

*Gregory G. Diaz* / for 6/26/2020

By: Andy Viets,  
Sr. Assistant City Attorney