

**SIDE LETTER OF AGREEMENT**  
City of San Buenaventura and  
Ventura Police Management Association

This Side Letter of Agreement [Merit Pay Freeze Suspension Rescission Side Letter] 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] and Side Letter implementing furloughs and merit pay freezes (approved by City Council on June 29, 2020) [Furlough Side Letter], is entered into between the City of San Buenaventura, by and through its City Manager, and the Ventura Police Management Association [VPMA], by and through its duly authorized representative.

**This Side Letter of Agreement [Merit Pay Freeze Suspension Rescission Side Letter] hereby *rescinds* the following section of the Furlough Side Letter:**

**Article 4 – Wages.**

**G. Merit pay increases for VPMA members are suspended through December 31, 2020.**

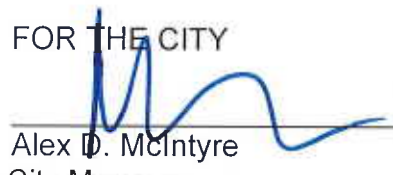
All other terms and conditions of the current MOU, Extension Side Letter and Furlough Side Letter will remain in effect for the term of the MOU, Extension Side Letter and Furlough Side Letter.

FOR VPMA

  
\_\_\_\_\_  
Rick Murray  
President  
Ventura Police Management Association

11/16/20  
Date

FOR THE CITY

  
\_\_\_\_\_  
Alex D. McIntyre  
City Manager

11/18/20  
Date

APPROVED AS TO FORM  
Gregory G. Diaz, City Attorney

  
\_\_\_\_\_  
By: Andy H. Viets  
Sr. Assistant City Attorney

11/2/20