

**Side Letter Agreement between the City of San Bernardino ("City") and the  
Middle-Management Unit Employees represented by the San Bernardino Public  
Employees Association (SBPEA) modifying Section 6 of the Memorandum of  
Understanding (MOU), dated July 1, 2006 through June 30, 2009**

**Recitals**

WHEREAS, as a result of the City of San Bernardino ("City") filing for Chapter 9 Bankruptcy on August 1, 2012, the City has been reorganizing and restructuring departments;

WHEREAS, in an effort to retain employees through this reorganization, the City desires to modify Section 6, *Overtime*, of the existing MOU regarding overtime applicability to certain positions represented by the San Bernardino Public Employees Association (SBPEA);

WHEREAS, the City and the SBPEA agree that there is an immediate need for such modification to preserve and stabilize staffing requirements to assist the City in its bankruptcy process.

NOW, THEREFORE, the City and the SBPEA agree as follows:

**SECTION 1.** Section 6 (D) of the existing Pre-petition MOU shall be modified to include the following positions:

1. Parks Maintenance Supervisor, Class # 20601, Parks, Recreation and Community Services Department.
2. Community Fire Risk Reduction Supervisor, Class # 20020, Fire Department

**SECTION 2.** The terms and conditions set forth herein shall become effective April 16, 2015, and the Pre-petition MOU between the City and the SBPEA, and any amendments thereto, shall continue to apply except as expressly set forth herein. Nothing in this Agreement is intended to or constitutes an assumption or rejection (as those terms are used in the Bankruptcy Code) of any MOU or any other agreements

between the City and the SBPEA. The City and the SBPEA agree to continue to negotiate further terms and conditions of employment during the term of this Agreement with the intent of concluding a comprehensive agreement on both economic and non-economic issues and to discuss relative Chapter 9 Plan of Adjustment issues.

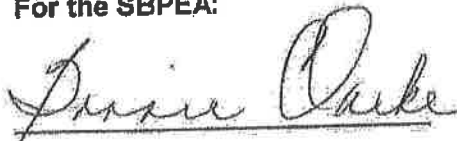
Date: 4/8/2015

**For the City:**



Allen Parker, City Manager

**For the SBPEA:**



Bonnie Clarke, Labor Relations Representative