

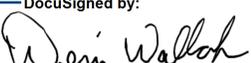
**TENTATIVE AGREEMENT
BETWEEN
THE CITY OF PACIFIC GROVE
AND THE
PACIFIC GROVE POLICE OFFICERS' ASSOCIATION
June 26, 2020**

For the 2020 salary re-opener the parties agree to the following:

1. No salary increase for Year-three of the MOU.
2. The parties agree to one-time salary reductions equivalent to up to 10% per month for a maximum of 218.4 hours for 12 hour employees and 208 hours for 10 and 8 hour employees for the period beginning June 28, 2020 through June 30, 2021.
3. The City shall determine the feasibility of eliminating or reducing the one-time salary reduction by the end of each quarter of the 2020-2021 fiscal year.
4. The Police Chief and the POA shall work to reach mutual agreement on a schedule that can accomplish these reductions through scheduling.
5. In the event that the Police Chief and the POA do not reach mutual agreement on a schedule that reduces salary costs for bargaining unit members by an amount equivalent to up to 8.4 hours per pay period for 12 hour employees and 8 hours per pay period for 10 and 8 hour employees by June 28, 2020, or in the event that the reductions equivalent to 218.4 hours for 12 hour employees and 208 hours for 10 and 8 hour employees as provided in this Agreement do not achieve the designated salary reduction amount, the following paragraph 6 may be implemented instead by the City to achieve the needed salary savings. The City has the right to implement paragraph 6 at any time during this reduction period as determined by the City Manager.
6. The City has the right to reduce salaries of bargaining unit members by up to 8.4 hours per pay period for 12 hour employees and 8 hours per pay period for 10 and 8 hour employees beginning June 28, 2020, or anytime following June 28, 2020 upon determining that the mutually agreed upon schedule is not achieving the specified salary savings of each month. This reduction shall continue as specified in paragraph 3 above.
7. Re-Opener: The City has the right to re-open once per quarter of FY 2020-2021 if the City Manager determines one-time salary reductions above 10% are needed or a reduction if that is indicated. The terms of this re-opener include 1) the City proposal will not exceed a 20% one-time reduction in salary and 2) meet and confer obligations must be met prior to implementation of an increased reduction.

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