

**Side Letter of Agreement**

**City of Atascadero  
And  
Atascadero Police Association**

**June 13, 2023**

Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA"), and Sections 1.4.b and 6.2 of the Memorandum of Understanding ("MOU") between the City of Atascadero ("City") and the Atascadero Police Association ("Association") effective July 1, 2021 through June 30, 2024 ("MOU"), this Side Letter of Agreement ("Side Letter Agreement") is entered into on June 13, 2023, between the City and the Association as an amendment to the MOU. The Association and the City are collectively referred to herein as the "parties." It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral and written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the Association in the MOU shall remain in full force and effect.

The City and Association have met and conferred in good faith concerning the terms and conditions of this Side Letter Agreement and its implementation and agree to the following:

**SECTION 4.1 SALARY, Year 3 shall be amended as follows:**

Year 3 - Effective July 1, 2023 all employees covered under this MOU shall receive a 6.5% (six point five percent) COLA salary increase. Because the wages paid for certain positions are below the comparable wages for other cities within the County, and because the City hopes to increase retention and attraction of professional employees, an additional 1.5% (one point five percent) inequity adjustment, for a total of 8% (eight point zero percent) will be made to base salary for all employees covered under this MOU.

The following monthly salaries are effective July 1, 2023:

**MONTHLY SALARY**  
Effective July 1, 2023

CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E
Community Services Officer	4,521.64	4,747.72	4,985.11	5,234.37	5,496.09
Police Corporal	7,770.35	8,158.86	8,566.80	8,995.14	9,444.90
Police Corporal - Intermediate POST	7,964.61	8,362.84	8,780.98	9,220.03	9,681.03
Police Corporal- Advanced POST	8,158.86	8,566.80	8,995.14	9,444.90	9,917.15
Police Lead Records Technician	5,633.48	5,915.15	6,210.91	6,521.46	6,847.53
Police Level 3 Reserve Officer	7,047.93	7,400.33	n/a	n/a	n/a
Police Officer	7,047.93	7,400.33	7,770.35	8,158.87	8,566.81
Police Officer - Intermediate POST	7,224.13	7,585.34	7,964.61	8,362.84	8,780.98
Police Officer - Advanced POST	7,400.33	7,770.35	8,158.87	8,566.81	8,995.15
Police Officer Recruit	5,496.09	n/a	n/a	n/a	n/a
Police Sergeant	9,029.20	9,480.66	9,954.69	10,452.42	10,975.04
Police Sergeant - Advanced POST	9,254.93	9,717.68	10,203.56	10,713.74	11,249.43
Police Sergeant - Supervisory POST	9,480.66	9,954.69	10,452.42	10,975.04	11,523.79
Public Safety Dispatcher	5,496.09	5,770.89	6,059.43	6,362.40	6,680.52
Public Safety Dispatcher - EMD	5,546.09	5,823.39	6,114.56	6,420.29	6,741.30
Public Safety Dispatcher w/Longevity	5,770.89	6,059.43	6,362.40	6,680.52	7,014.55
Public Safety Dispatcher - EMD with Longevity	5,820.89	6,111.93	6,417.53	6,738.41	7,075.33
Public Safety Lead Dispatcher	6,059.43	6,362.40	6,680.52	7,014.55	7,365.28
Public Safety Lead Dispatcher - EMD	6,109.43	6,414.90	6,735.65	7,072.44	7,426.06
Public Safety Lead Dispatcher w/ Longevity	6,362.40	6,680.52	7,014.55	7,365.28	7,733.54
Public Safety Lead Dispatcher - EMD with Longevity	6,412.40	6,733.02	7,069.68	7,423.17	7,794.32
Senior Property Evidence Specialist	7,365.28	7,733.54	8,120.22	8,526.23	8,952.54
Senior Property Evidence Specialist - EMD	7,415.28	7,786.04	8,175.35	8,584.12	9,013.32
Senior Property Evidence Specialist w/Longevity	7,733.54	8,120.22	8,526.23	8,952.54	9,400.17
Senior Property Evidence Specialist - EMD with Longevity	7,783.54	8,172.72	8,581.36	9,010.43	9,460.95

All other provisions of the 2021-2024 MOU shall remain in full force and effect.

Atascadero Police Association

Date: 6/10/23

By: [Signature] S. PERAN  
APA

Date: 6/10/23

By: [Signature] W. PITTENGER  
APA

Date: \_\_\_\_\_

By: \_\_\_\_\_

APA

Date: \_\_\_\_\_

By: \_\_\_\_\_

APA

City of Atascadero

Date: 6-14-23

By: [Signature]  
Rachelle Rickard, City Manager

Date: 6-30-2023

By: [Signature]  
Heather Moreno, Mayor