

**SIDE LETTER AGREEMENT
TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF UPLAND AND THE UPLAND MID-MANAGEMENT
EMPLOYEE ASSOCIATION FOR THE PERIOD OF 7/1/2023 TO 6/30/2027**

WHEREAS the City of Upland ("City") and the Upland Mid-Management Association ("Association") entered into a Memorandum of Understanding (MOU) covering the period of July 1, 2023, through June 30, 2027.

WHEREAS the MOU provides that there shall be no changes in wages, hours and working conditions during its term without the mutual consent of the parties.

WHEREAS the Parties have informally met, discussed, and agreed to revise Article 21- Overtime/Compensatory Time to allow the Police Dispatch Supervisor position to be paid at one and one half (1.5) times the employee's regular hourly rate for overtime worked.

NOW, THEREFORE, THE PARTIES do hereby agree as follows:

1. This side letter shall amend the wages, hours and other terms and conditions of employment set forth in the current MOU between the parties only to the extent specifically set forth herein. All other wages, hours and other terms and conditions of employment shall remain in full force and effect, and unaffected by this Agreement, unless specifically modified in a subsequent written Agreement by the parties.
2. Article 21- Overtime/Compensatory Time shall be amended to specify that the Police Dispatch Supervisor position shall be paid at one and one half (1.5) times the employee's regular hourly rate for overtime worked.
3. Article 21 shall be amended in its entirety to read as follows:
 - G. Overtime Compensation – Overtime for management employees is defined as straight time compensation at the employee's regular hourly rate with the exception of the Police Dispatch Supervisor position, which shall be paid at one and one half (1.5) times compensation at the employee's regular hourly rate.
4. Except as expressly modified by this side letter, all other provisions of the MOU shall remain unchanged.

SIGNATURES ON FOLLOWING PAGE

CITY OF UPLAND

Dated: 7/23/2025 | 3:11 PM PDT

DocuSigned by:


By: Michael Blay
City Manager

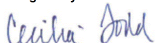
UPLAND MID-MANAGEMENT
ASSOCIATION

Dated: 7/23/2025 | 10:44 AM PDT

Signed by:


By: Kirk Swanner
President, UMMEA

Dated: 7/23/2025 | 10:51 AM PDT

Signed by:


By: Cecilia Todd
Deputy Director of Human
Resources/Risk Management