

**SIDE LETTER AGREEMENT
TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF UPLAND AND THE UPLAND POLICE MANAGEMENT
ASSOCIATION FOR THE PERIOD OF 7/1/2021 TO 6/30/2022**

WHEREAS the City of Upland ("City") and the Upland Police Management Association ("Association") entered into a Memorandum of Understanding (MOU) covering the period of July 1, 2017 through June 30, 2022.

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 17- Education Incentive and POST Certificate Pay to comply with the requirement of a CalPERS audit for the period of 7/1/2021 to 6/30/2022.

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 17- Education Incentive and POST Certificate Pay shall be amended to remove the requirement that the Education Incentive and POST Certificate Pay take effect when employees in the unit reach Step D in the salary schedule. All employees in the unit are eligible to receive the indicated pay regardless of what Step employee is receiving.
3. Article 17 shall be amended to in its entirety read as follows:
 - A. Police Sergeants and Lieutenants –
 - 1) Education Incentive Pay in the following amounts, effective January 1, 2006:

2.5% of base salary for an Associate's Degree (or equiv. college units)
OR
5% of base salary for a Bachelor's Degree (or equiv. college units)
 - 2) POST Certificate Pay in the following amounts, effective January 1, 2006:

2.5% of base salary for an Intermediate POST Certificate
OR
5% of base salary for an Advanced POST Certificate.

Eligible Police Sergeants and Lieutenants may only receive one payment amount within each category of Incentive Pay, to a maximum allowable of ten percent (10%) of base salary.

Upon promotion from Detective to Sergeant, those receiving Educational Incentive and/or POST Certificate Pay shall maintain the benefit at the same compensation level.

Those employees who were receiving educational incentive and POST certificate pay prior to June 30, 1985 will continue to receive the same compensation and will not be affected by this change.

B. Police Captains –

- 1) Eligible Police Captains will receive a 2.5% increase in base salary for a POST Management certificate.
- 2) Effective 1/1/09, Police Captains will receive a 2.5% increase in base salary for a Bachelor’s Degree OR a 5% increase in base salary for a Master’s Degree.

Eligible employees may only receive one payment amount within each category of Incentive Pay, to a maximum allowable of 7.5% of base salary.

- 4. Except as expressly modified by this side letter, the provisions of the MOU shall remain unchanged.

CITY OF UPLAND


Dated: 4/22/2025 | 4:43 PM PDT

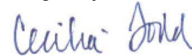
DocuSigned by:

 By: Michael Blay
 City Manager

UPLAND POLICE MANAGEMENT ASSOCIATION

Dated: 4/22/2025 | 3:32 PM PDT

Signed by:

 By: Anthony Kabayan
 President, UPMA

Signed by:

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

**SIDE LETTER AGREEMENT
TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF UPLAND AND
THE UPLAND POLICE MANAGEMENT ASSOCIATION**

WHEREAS the City of Upland ("City") and the Upland Police 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 17- Education Incentive and POST Certificate Pay to comply with the requirement of a CalPERS audit.

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 17 - Education Incentive and POST Certificate Pay shall be amended to in its entirety read as follows:

ARTICLE 17 – EDUCATION INCENTIVE AND POST CERTIFICATE PAY

A. Police Sergeants, Lieutenants and Captains –

All unit members, regardless of hire date, with a Master's Degree or higher will receive seven-and one-half percent (7.5%) of base salary for a Graduate Degree (including Master's, Juris Doctorate, Doctorate).

- 1) Unit members hired or promoted after July 1, 2021, with an earned degree will receive Education Incentive Pay of:

Two- and one-half percent (2.5%) of base salary for an Associate's Degree

OR

Five percent (5%) of base salary for a Bachelors Degree

- 2) Employees hired prior to July 1, 2021 will continue to receive the corresponding Education Incentive Pay based on equivalent college units for an Associate's Degree (2.5%) or Bachelor's Degree (5%).

- 3) POST Certificate Pay in the following amounts, effective July 1, 2023:

Two- and one-half percent (2.5%) of base salary for an Intermediate POST Certificate

OR

Seven- and one-half percent (7.5%) of base salary for an Advanced POST Certificate.

Eligible employees may only receive one payment amount within each category of Incentive Pay, to a maximum allowable of fifteen percent (15%) of base salary.

4) POST Certificate Pay in the following amounts, effective July 1, 2024:

Two- and one-half percent (2.5%) of base salary for an Intermediate POST Certificate

OR

Seven- and one-half percent (7.5%) of base salary for an Advanced POST Certificate.

OR

Twelve- and one-half percent (12.5%) of base salary for a Management POST Certificate.

Effective July 1, 2024, eligible employees may only receive one payment amount within each category of Incentive Pay, to a maximum allowable of twenty percent (20%) of base salary.

5) POST Certificate Pay in the following amounts, effective July 1, 2025:

Two- and one-half percent (2.5%) of base salary for an Intermediate POST Certificate

OR

Seven- and one-half percent (7.5%) of base salary for an Advanced POST Certificate.

OR

Ten percent (10%) of base salary for a Supervisory POST Certificate.

OR


Fifteen percent (15%) of base salary for a Management POST Certificate.

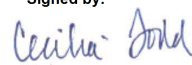
Effective July 1, 2025, eligible employees may only receive one payment amount within each category of Incentive Pay, to a maximum allowable of twenty-two and a half percent (22.5%) of base salary.

SIGNATURES ON FOLLOWING PAGE

CITY OF UPLAND

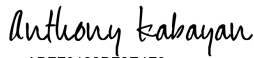
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DocuSigned by:

ED26F0DCC8FF48A...
By: Michael Blay
City Manager

Signed by:

E9EFD885A83F400...
By: Cecilia Todd
Deputy Director of Human
Resources/Risk Management

UPLAND POLICE MANAGEMENT
ASSOCIATION

Dated: 4/22/2025 | 3:32 PM PDT

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By: Anthony Kabayan
President, UPMA