

**THIRD SIDE LETTER OF AGREEMENT  
BETWEEN THE KING CITY POLICE OFFICERS ASSOCIATION  
AND THE CITY OF KING**

This side letter is entered into by and between the King City Police Officers Association ("KCPOA") and the City of King ("City").

**RECITALS**

1. A Memorandum of Understanding (MOU) between the King City Police Officers Association ("KCPOA") and the City is in effect for the period of July 1, 2015 to June 30, 2020.
2. MOU Article XIV, Section 3 – DURATION states "Except as otherwise provided herein this MOU shall be in full force and effect from July 1, 2015, and shall remain in full force and effect to and including June 30, 2020."
3. The parties have met and conferred regarding an extension of the MOU for an additional one year without a base pay increase as a result of the staff's budget strategy to address projected losses in revenue due to the COVID-19 disease. The parties have mutually agreed to extend the effective date of the MOU until June 30, 2021.
4. A reopener clause is being added in the event another bargaining unit negotiates a base pay increase during the FY 2020-21 to indicate the parties will revisit discussion of a similar base pay increase for members of KCPOA.

**AGREEMENT**

It is therefore agreed that the KCPOA and the City will implement the following changes to the MOU effective July 1, 2020:

1. **ARTICLE II, SECTION 1, 2.1.d** shall be added as follows:
  - f. In the event any other City of King bargaining unit receives a base salary increase during FY 2020-21, the City and KCPOA shall meet and confer regarding a base salary increase up to the amount received by the other bargaining unit.
2. **ARTICLE XIV; SECTION 3** shall be amended as follows:
  - 3.1 Except as otherwise provided herein this MOU shall be in full force and effect from July 1, 2015, and shall remain in full force and effect to and including June 30, 2021."

All provisions approved in side letters of agreement amending the existing MOU shall be incorporated herein and remain in effect through the extension of the MOU as provided by this Side Letter of Agreement. All other terms and conditions of employment outlined in the MOU and previous side letters remain unchanged and in full effect.

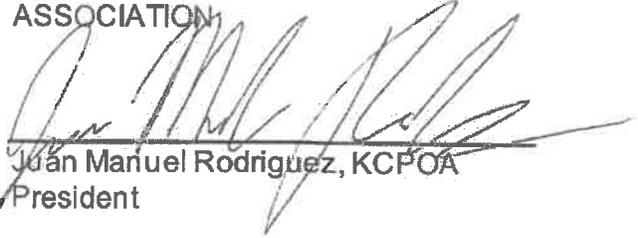
Agreed to this 19 day of May, 2020.

FOR THE CITY OF KING:



\_\_\_\_\_  
Steven Adams, City Manager

FOR KING CITY POLICE OFFICERS  
ASSOCIATION



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Juan Manuel Rodriguez, KCPOA  
President