

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

August 12, 2016

WHEREAS the City of Upland ("City") and the Upland City Employees ("Association") have entered into a Memorandum of Understanding ("MOU") covering the period of July 1, 2015 through June 30, 2017;

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.

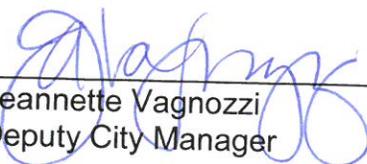
WHEREAS the parties informally met, discussed and agreed to amend Article 27 Uniform Allowance.

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. The City agrees to increase the uniform allowance as stated in Article 27 for civilian police department employees from \$200 to \$300 annually. This change in uniform allowance is related to the change in uniform policies as established by the Police Chief and approved by the City Manager.

CITY OF UPLAND

Dated: 8/22/16


By: Jeannette Vagnozzi
Deputy City Manager

**UPLAND CITY EMPLOYEES
ASSOCIATION**

Dated: 8/15/16


By: Rami Asad
City Employees Association President