

SIDE LETTER AGREEMENT #1
BETWEEN
EXECUTIVE MANAGEMENT EMPLOYEES ASSOCIATION (EMEA)
AND
THE CITY OF HANFORD

for the July 1, 2025 to June 30, 2027 Compensation and Benefits Summary

The City of Hanford (“City”) and the Executive Management Employees Association (“EMEA”) hereby enter into this Side Agreement to amend the Compensation and Benefits Summary (“Summary”) between the City and EMEA. This Side Agreement to the Summary amends Section 2 “Longevity” by expanding on the following language:

“Longevity Pay

Employees shall receive an increase upon completion of the following consecutive years of active services with the City of Hanford:

Five (5) years of service: 2.5%

Ten (10) years of service: an additional 2.5%

Fifteen (15) years of service: an additional 2.5%

Twenty (20) years of service: an additional 2.5%

(Maximum allowance of 10%)

Active service shall be defined as an employee who is in a continued pay status and an employee who is on approved leave (including paid or unpaid military leave). Time off for discipline leave shall not be time counted towards longevity, but such leave shall not constitute as a break in active service as it relates to longevity.

Upon appointment to an executive level position, the City Manager shall have the discretion to provide longevity pay based on years of service at another public entity (State, County or City municipality) in a management **or technical** level position. Verification of years of service, title and job functions will be conducted through the Human Resources office prior to awarding longevity pay.”

The same benefits that are afforded to the Executive level employees are also provided to the Deputy City Manager and City Manager positions.

Except as amended herein, each and every term and condition of the Compensation and Benefits Summary shall remain in full force and effect, and this Side Letter Agreement shall be incorporated into the Summary as adopted.

Agreed this 4th day of August 2025.

For the City:

/s/
Mario Cifuentes
City Manager

For EMEA:

/s/
Stephanie Huddleston
Police Chief