

**CITY OF GILROY  
AND  
GILROY MANAGEMENT ASSOCIATION**

**March, 2021**

**AMENDMENT TO JUNE 19, 2020 SIDE LETTER/CONCESSION AGREEMENT**

This side letter is an amendment to the June 19, 2020 Side Letter/Concession Agreement between the City of Gilroy and the Gilroy Management Association to end certain concessions agreed upon in June, 2020.

Effective April 1, 2021, the below stated Pay Reduction and Additional Leave Hours section is deleted and no longer effective and shown in strikeout format.

Safety managers with Additional Paid Leave (APL) not yet taken off through March 31, 2021, have until June 30, 2021 to utilize this leave. Effective July 1, 2021, APL will no longer be an available leave bank, will not be cashed out (not a vested leave), and any remaining balances will be deleted.

~~Pay Rate Reduction and Additional Leave Hours~~

~~In addition, the parties agree to the following pay rate reduction and leave hours for Fiscal Years 2020-21 and 2021-22.~~

~~**1. Pay Rate Reduction**~~

~~During Fiscal Year 2020-21 and Fiscal Year 2021-22, the pay rate for each GMA bargaining unit employee will be reduced by 9.23076%. This pay rate reduction will be in effect from the Pay Period beginning July 1, 2020 up to and including the Pay Period beginning June 1, 2022.~~

~~**2. Additional Time Off**~~

~~In recognition of the pay rate reduction set forth above, each full time GMA bargaining unit member will accrue 192 hours of Additional Paid Leave (APL) during Fiscal Year 2020-21 and 192 hours of APL during Fiscal Year 2021-22. APL will accrue at a rate of 16 hours per month.~~

~~APL is paid leave time. However, APL will have no cash value and will not be paid out upon separation of employment.~~

~~It is the intention of the parties that City offices be closed the 1st and 3rd Friday of every month and that GMA unit members use their APL to take time off on City closure days. In the event that City offices cannot be closed the 1st and 3rd Friday of every month (e.g., because other bargaining units do not agree to the pay rate reduction in exchange for time off), the City and GMA will establish a schedule of days off for bargaining unit members which takes into account the City's business needs. For example, GMA~~

~~bargaining unit members may be scheduled to take alternate Fridays off so that coverage can be maintained. In the event a GMA bargaining unit member is unable to take time off on their scheduled day, another day in the same calendar month will be scheduled with their Department Head.~~

~~APL will not carry over from FY 2020-21 to FY 2021-22. All APL must be used by June 30, 2022. Any APL remaining as of June 30, 2022 will be void.~~

All other elements of the June 19, 2020 side letter remain in effective and all other MOU provisions not referenced herein remain status quo.

**For Gilroy Management Association (GMA):**

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Julie Wyrick, GMA President

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Jason Smith, Vice President

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Hipolito Olmos, Member-At-Large

**For the City of Gilroy:**

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