

Side Letter Agreement #1
Between and for
City of Lemoore
And
Lemoore Police Department Professional Services Bargaining Unit (LPPSBU)
For the July 1, 2025 – June 30, 2027 MOU

The City of Lemoore (“City”) and the Lemoore Police Department Professional Services Bargaining Unit (“LPPSBU”) hereby enter into this Side Letter Agreement to amend the Memorandum of Understanding (“MOU”) between City and LPPSBU.

This Side Letter Agreement to the MOU amends Article 12 Health Insurance and Cafeteria Plan Section 1 Premium Shares to correct a misstatement in language, Article 10 Compensation Section 2 Bonuses and Incentives Subsection D Call-Back to correct a misstatement in language, and Article 16 Holidays to correct a misstatement in language.

Article 12 Health Insurance and Cafeteria Plan

Section 1 – Premium Shares:

The City’s monthly contribution to the employee’s health benefits covered by the City’s cafeteria plan is capped as follows:

\$1,150.00 for Employee Only Coverage.

\$1,800.00 for Employee +1 Dependent Coverage, and

\$2,100.00 for Employee +2 or More Dependent Coverage

Any health benefit coverage the employee chooses from the health insurance plan which the City’s contribution does not cover will be the employee’s responsibility. The employee may use his or her Flexible Spending benefits, if he or she has selected such benefits, to pay for any premium cost above the City’s contribution. If the employee elects health benefit coverage that costs less than the City’s maximum contribution, the City will not pay the difference between the employee’s premium costs and the City’s maximum contribution. Health insurance costs will be deducted twice monthly, in equal sums, from the employee’s gross paycheck.

Article 10 Compensation

Section 2- Bonuses and Incentives

Subsection D. Call-Back:

Call back time is defined as when an employee is called to work after the completion of a normal workday, or on a regularly scheduled day off, or any other time pre-scheduled or not to perform work for the department, except when an employee is called to work one hour or less prior to the employee’s work schedule. When an employee is called back to work under the previously described circumstance, the

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Side Letter Agreement #1
Between and for
City of Lemoore
And
Lemoore Police Officers Association (LPOA)
For the July 1, 2025 – June 30, 2027 MOU

The City of Lemoore (“City”) and the Lemoore Police Officers Association (“LPOA”) hereby enter into this Side Letter Agreement to amend the Memorandum of Understanding (“MOU”) between City and LPOA.

This Side Letter Agreement to the MOU amends Article 15 Health Insurance and Cafeteria Plan Section 1 Premium Shares to correct a misstatement in language, Article 11 Court Appearances and Call Backs Section 2 Call Backs to correct a misstatement in language, and Article 19 Holidays to correct a misstatement in language.

Article 15 Health Insurance and Cafeteria Plan

Section 1 – Premium Shares:

Effective September 1, 2025, the City’s monthly contribution to the employee’s health benefits covered by the City’s cafeteria plan is capped as follows:

\$1,150.00 for Employee Only Coverage.

\$1,800.00 for Employee +1 Dependent Coverage, and

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Any health benefit coverage the employee chooses from the health insurance plan which the City’s contribution does not cover will be the employee’s responsibility. The employee may use his or her Flexible Spending benefits, if he or she has selected such benefits, to pay for any premium cost above the City’s contribution. If the employee elects health benefit coverage that costs less than the City’s maximum contribution, the City will not pay the difference between the employee’s premium costs and the City’s maximum contribution. Health insurance costs will be deducted twice monthly, in equal sums, from the employee’s gross paycheck.

Article 11 Court Appearances and Call Backs

Section 2- Call Backs

Call back time is defined as when an employee is called to work after the completion of a normal workday, or on a regularly scheduled day off, or any other time pre-scheduled or not to perform work for the department, except when an employee is called to work one hour or less prior to the employee’s work schedule. When an employee is called back to work under the previously described circumstance, the employee shall receive, at the employee’s option, a minimum of three (3) hours of pay or compensatory time off at the rate of one and one half (1.5) the employee’s regular rate of pay.

Article 19 Holidays

The City provides paid holidays on the following days:

New Year's Day	President's Day	Memorial Day	Independence Day
Labor Day	Veteran's Day	Thanksgiving Day	Day after Thanksgiving
Christmas Eve	Christmas Day	New Year's Eve	Martin Luther King Jr. Day

Unless otherwise noted, holidays are compensated based on the number of daily hours the employee is regularly scheduled to work. If a holiday falls on a Saturday, the City shall provide pay for Friday. If a holiday falls on a Sunday, the City shall provide pay for Monday.

Safety employees have the option to use the paid holiday or alternative day if scheduled on a holiday, or get paid in lieu of the holiday. Safety employees must make their election prior to the beginning of the fiscal year. Holiday-in-Lieu benefits shall be compensated in the pay period in which the holiday occurs.

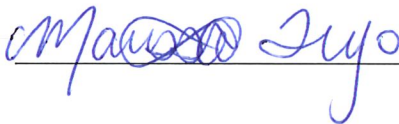
Floating Holiday language within Article 19 in the MOU remains unchanged.

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

Agreed this 17 day of December, 2025.

For City:

For LPOA:

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Side Letter Agreement #1
Between and for
City of Lemoore
And
Lemoore Police Sergeants Association (LPSU)
For the July 1, 2025 – June 30, 2027 MOU

The City of Lemoore (“City”) and the Lemoore Police Officers Association (“LPSU”) hereby enter into this Side Letter Agreement to amend the Memorandum of Understanding (“MOU”) between City and LPSU.

This Side Letter Agreement to the MOU amends Article 15 Health Insurance and Cafeteria Plan Section 1 Premium Shares to correct a misstatement in language, Article 11 Court Appearances and Call Backs Section 2 Call Backs to correct a misstatement in language, and Article 19 Holidays to correct a misstatement in language.

Article 15 Health Insurance and Cafeteria Plan

Section 1 – Premium Shares:

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Article 11 Court Appearances and Call Backs

Section 2- Call Backs

Call back time is defined as when an employee is called to work after the completion of a normal workday, or on a regularly scheduled day off, or any other time pre-scheduled or not to perform work for the department, except when an employee is called to work one hour or less prior to the employee’s work schedule. When an employee is called back to work under the previously described circumstance, the employee shall receive, at the employee’s option, a minimum of three (3) hours of pay or compensatory time off at the rate of one and one half (1.5) the employee’s regular rate of pay.

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Agreed this 17 day of December, 2025.

For City:

For LPSU:

