

**SIDE LETTER OF AGREEMENT
BETWEEN THE CITY OF RANCHO CUCAMONGA
AND THE EXECUTIVE MANAGEMENT EMPLOYEE GROUP**

The City of Rancho Cucamonga ("City") and the Executive Management Employee Group (collectively, the "Parties") entered into a Memorandum of Understanding ("MOU") that commenced on July 1, 2024, and expires on December 31, 2025. The Parties met and conferred in good faith in September 2024.

The Animal Services Department continues to be a leader in animal welfare and has a complex operation that cares for thousands of homeless pets received annually. As part of this welfare, the Department has a comprehensive veterinary program to serve animals housed at the Animal Center, which is experiencing an increase in their animal intake. The Veterinarian position plays a critical role in this program. Without this position, the staff is unable to perform the full scope of medical care and assistance needed to the animals at the Animal Center. There is an organizational need to hire a well-qualified veterinarian for the City. This will necessitate a modification to the Veterinarian position salary, the only position in the City requiring a Doctor of Veterinary Medicine (DVM) or Veterinary M.D. (VMD) designation. To expedite that process the City proposes the following change to the current Executive Management Group MOU during its current term.

During the term of the current Executive Management Group MOU the Executive Management Group (EMG) and the City of Rancho Cucamonga (City) agree that Section 3 Salary Structure subsection A related to compaction issues is suspended for the Animal Services Director position in relation to the Veterinarian position. This is not a determination related to subordination of the Veterinarian position. This does not in any way affect the equity study on the Animal Services, Building and Safety, and Public Works Directors to be completed by December 31, 2024.

This Side Letter of Agreement shall be incorporated into the MOU. The MOU shall remain in full force and effect except to the extent modified by this Side Letter of Agreement. This Side Letter of Agreement shall not be effective until ratified by the City Council and approved by the Executive Management Employee Group.

For the City of Rancho Cucamonga

For the Executive Management Employee Group

John Gillison
City Manager

Jennifer Hunt-Gracia
Executive Management Group Representative

Zack Neighbors
Executive Management Group Representative