

**SIDE LETTER  
BETWEEN THE CITY OF VISALIA AND  
THE CONFIDENTIAL/UNREPRESENTED GROUP  
January 2026**

Representatives of The City of Visalia ("City") and the Confidential/Unrepresented Group have met and conferred and reached agreement on this Side Letter Agreement to the 2024-2027 Confidential/Unrepresented Group Compensation and Benefit Summary. The following provisions of this Side Letter Agreement represent the mutual understanding and consent of both parties. Except as modified below, all other terms of the 2024-2027 Confidential/Unrepresented Group Compensation and Benefit Summary shall remain unchanged.

SECTION 1, Application of the Compensation and Benefit Summary shall be amended as follows:

**1. APPLICATION:**

- Updated Communications Manager to Communications & **Brand** Manager effective June 1, 2024
- Added **Deputy Fire Chief** effective December 28, 2024.

SECTION 3, Wages and Other Related Issues, Longevity Pay, of the Compensation and Benefit Summary shall be amended as follows:

**3. WAGES AND OTHER RELATED ISSUES**

Longevity Pay:

Excluding Police Captains, Deputy Fire Chief, and Battalion Chiefs:

Confidential/Unrepresented Group employees are eligible for longevity pay based on all years of full-time service with the City of Visalia as a percentage of base wages. **The longevity pay is cumulative (maximum of 8%) and will be paid bi-weekly** at the following intervals:

- 2.0% at 5+ years
- 2.0% at 10+ years
- 2.0% at 15+ years
- 2.0% at 20+ years

**Deputy Fire Chief and Battalion Chiefs are eligible for longevity pay based on all years of service with the City of Visalia as a percentage of base wages. The longevity pay is cumulative (maximum of 8%) and will be paid biweekly at the following intervals:**

- **2.0% at 5+ years**
- **2.0% at 10+ years**
- **2.0% at 15+ years**
- **2.0% at 20+ years**

**Prior full-time paid firefighter experience (excludes part-time, paid call, volunteer, reserve, seasonal, extra help, etc.) may be counted toward years of service in determining longevity pay for Deputy Fire Chief and Battalion Chiefs.**

Police Captains are eligible for longevity pay based on all years of full-time service with the City of Visalia as a percentage of base wages. **The longevity pay is cumulative (maximum of 10%) and will be paid bi-weekly** at the following intervals:

- 2.5% at 5+ years

- 2.5% at 10+ years
- 2.5% at 15+ years
- 2.5% at 20+ years

Prior full-time law enforcement officer experience (**excludes part-time, paid call, volunteer, reserve, seasonal, extra help, etc.**) may be counted toward years of service in determining longevity pay for Police Captains.

SECTION 4, Allowances for Work Related Expenditures, Uniforms and Uniform Maintenance, of the Compensation and Benefit Summary shall be amended as follows:

#### 4. ALLOWANCES FOR WORK RELATED EXPENDITURES

##### Uniforms and Uniform Maintenance:

- **Deputy Fire Chief** and Fire Battalion Chiefs: The City currently provides the necessary uniforms, boots and safety equipment as needed to perform the job. The City also currently provides uniform cleaning.
- Police Captain: Employees receive an annual uniform allowance of \$1,100 for the provision and maintenance of appropriate uniforms and equipment. Police Captains are responsible for acquiring, cleaning, and replacing uniforms as necessary. The uniform allowance is calculated and paid bi-weekly as part of regular payroll.

SECTION 5, Paragraph D, Employee Benefits and Retirement, Public Safety Employees Title (Fire Battalion Chiefs and Police Captains) of the Compensation and Benefit Summary shall be amended as follows:

#### California Public Employees Retirement System (PERS)

##### Miscellaneous Employees

For employees hired before May 11, 2008, the City shall maintain in effect the 3% @ 60 PERS Retirement Program. Employees hired on or after May 11, 2008 and prior to May 21, 2011 are covered under the 2.5% @ 55 PERS plan. Employees hired on or after May 21, 2011 and prior to January 1, 2013 are covered under the 2% @ 60 PERS plan. Employees hired on or after January 1, 2013 (who do not meet the definition of a CalPERS "classic" employee) are covered under the 2% @ 62 PERS plan. PERS defined classic employees may be covered under the 2% @ 60 plan. Final compensation for PERS retirement purposes is calculated based on the three highest earning years.

Employees who meet the definition of a CalPERS classic employee will contribute the full employee PERS contribution. Classic employees also pay an additional 4% retirement contribution as cost sharing of the employer contribution. Total contribution for a classic employee will not exceed 12% unless required by legislation or negotiated otherwise.

Employees hired on or after January 1, 2013 (who do not meet the definition of a CalPERS classic employee) are defined as "new members" by CalPERS and contribute the full employee contribution as determined by CalPERS. These employees also contribute an additional 4% retirement contribution as cost sharing of the employer contribution.

The City currently provides the optional in-service death benefit (Pre-retirement Optional Settlement 2 Death Benefit, section 21548) for all Confidential Group employees, which provides the surviving spouse the same retirement benefit as if the employee had retired at the time of death.

Public Safety Employees (**Deputy Fire Chief**, Fire Battalion Chiefs and Police Captains)

For employees hired before February 26, 2011, the City shall maintain in effect the 3% @

50 PERS Retirement Program with final compensation for PERS retirement purposes calculated based on the single highest earning year. Employees hired on or after February 26, 2011 and prior to January 1, 2013 will be covered in the 3% @ 55 PERS plan and final compensation for PERS retirement purposes will be calculated based on an average of the three highest earning years. Employees hired on or after January 1, 2013 (who do not meet the definition of a CalPERS "classic" employee) will be covered in the 2.7% @ 57 PERS plan and final compensation for PERS retirement purposes will be calculated based on an average of the three highest earning years.

Employees who meet the definition of a CalPERS classic employee will contribute the full employee PERS contribution. Classic employees also pay an additional 3% retirement contribution as cost sharing of the employer contribution. Total contribution for a classic employee will not exceed 12% unless required by legislation or negotiated otherwise.

Employees hired on or after January 1, 2013 (who do not meet the definition of a CalPERS classic employee) are defined as "new members" by CalPERS and contribute the full employee contribution as determined by CalPERS. These employees also contribute an additional 3% retirement contribution as cost sharing of the employer contribution.

The City currently provides the optional in-service death benefit (Pre-retirement Optional Settlement 2 Death Benefit, section 21548) for all Confidential Group employees, which provides the surviving spouse the same retirement benefit as if the employee had retired at the time of death.

SECTION 6, Paragraph F, Leaves of Absences, of the Compensation and Benefit Summary shall be amended as follows:

## 6. LEAVES

### F. Leaves of Absence

Confidential/Unrepresented Group employees shall be provided Leaves of Absence consistent with City of Visalia policies and all State and Federal laws. **Deputy Fire Chief**, Fire Battalion Chiefs and Police Captains shall also be entitled to leave in accordance with Section 4850 of the California Labor Code for an on-the-job injury.

The parties by and through their authorized agents and representatives agree to the terms of this Side Letter Agreement subject to the adoption or ratification of this Agreement by the Visalia City Council.

The Side Letter Agreement is executed on January \_\_, 2026

FOR THE CITY:

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Leslie Caviglia, City Manager