



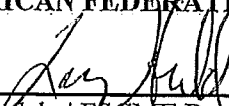


EXHIBIT A

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF
PETALUMA AND THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES,
UNITS 1, 2 AND 3**


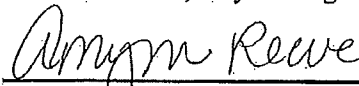
The representatives of the City of Petaluma and the American Federation of State, County and Municipal Employees (AFSCME), Units 1, 2 and 3, have met and conferred and reached agreement on this Side Letter of Agreement. The parties agree to the following:

- 1) Effective January 1, 2018, the City's additional benefit contribution for 2018 shall be equal to the actual 2018 CalPERS Health premium for Kaiser (Bay Area / Sacramento), less the City's PEMCHA contribution, times 95% for current employees and their covered family members.
- 2) Effective the first payroll following the ratification of the Side Letter Agreement, members of the unit will receive a one-time, non PERSable, \$2,000 bonus.

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

 Larry Hendel, AFSCME Business Agent	<u>11/30/17</u> Date
 Ken Whaley, AFSCME President	<u>11-30-17</u> Date
 Mike Seslar, AFSCME Vice President	<u>11/30/17</u> Date

CITY OF PETALUMA

 John C. Brown, City Manager	<u>12-4-17</u> Date
 Amy M. Reeve, Human Resources Director	<u>11/30/2017</u> Date