

**Side Letter to the
2025-2027 Memorandum of Understanding Between
The City of Fortuna and the Fortuna Police Employees Association**

November 17, 2025

The City of Fortuna ("City") and the Fortuna Police Employee Association ("Association") hereby agree to terms as outlined in the terms of the existing Memorandum of Understanding ("MOU") between the City and Association.

The Association and the City now agree to this Side Letter, which amends Section VIII, *Wages*, of the MOU. A copy of the Amended Section VIII is attached hereto.

All changes unless otherwise noted will be effective the first full pay period after signatures.

Dated: 11-10-2025

FORTUNA POLICE EMPLOYEES ASSOCIATION


Justin Primofiore, President

CITY OF FORTUNA

Amy Nilsen, City Manager

Section VIII: WAGES

1. *Wage Adjustments*

For Fiscal Year 2025-26 all Association employees currently employed by the City and scheduled for active shifts or on paid leave as of July 1, 2025, the City offers a one-time retention stipend, or ten percent of base pay, as show in the below chart to be paid in two lump sums, last pay period in July 2025 and first pay period in December 2025.

For Fiscal Year 2026-27 all Association employees currently employed by the City and scheduled for active shifts or on paid leave as of July 1, 2026, the City offers a one-time retention stipend as shown in the below chart to be paid in two lump sums, last pay period in July 2026 and first pay period in December 2026.

Records Clerk	\$ 4,900
Community Services Officer / Police Officer Trainee	\$ 5,200
Administrative Assistant III	\$ 5,600
Dispatcher	\$ 6,300
~~Officer~~	~~\$ 6,800~~
~~Sergeant~~	~~\$ 8,200~~

Effective the pay period beginning December 14, 2025 and paid on January 2, 2026 and after adoption of this Side Letter by the City Council, Officer and Sergeant employees shall receive a nine percent (9%) base salary increase.

Effective the second pay period in December 2026, Officer employees shall receive a nine percent (9%) base salary increase, and Sergeant employees shall receive a six percent (6%) base salary increase.