SIDE LETTER AGREEMENT BETWEEN THE CITY OF EL CERRITO AND

THE EL CERRITO POLICE EMPLOYEES' ASSOCIATION

June 19, 2012

Representatives for the City of El Cerrito and representatives for the El Cerrito Police Employees' Association have agreed to the following modifications of the Memorandum of Understanding between the City of El Cerrito and the El Cerrito Police Employees Association which expires on June 30, 2011 and was extended to June 30, 2017 by a Side Letter between the parties dated July 8, 2010.

• Section 13.1 Base Monthly Salaries

- o Salary Increase for Police Officer/Corporal
 - Effective the first full pay period in July 2012, there shall be no increase to the base monthly salary for represented classifications.
 - Effective July 2013 Survey
 - Effective the first full pay period in July 2014, the base monthly salary for represented classifications shall be increased by the April 2013 to April 2014 San Francisco Bay Area Consumer Price Index for All Urban Wage Earners. The minimum increase shall be at least two percent (2.0%), the maximum increase shall be no more than four percent (4.0%).
 - Effective July 2015 Survey
 - Effective the first full pay period in July 2016, the base monthly salary for represented classifications shall be increased by the April 2015 to April 2016 San Francisco Bay Area Consumer Price Index for All Urban Wage Earners. The minimum increase shall be at least two percent (2.0%), the maximum increase shall be no more than four percent (4.0%).
- o Salary Increase for Police Sergeant
 - Effective the first full pay period in July 2012, there shall be no increase to the base monthly salary for represented classifications.
 - Effective July 2013 Survey
 - Effective the first full pay period in July 2014, the base monthly salary for represented classifications shall be increased by the April 2013 to April 2014 San Francisco Bay Area Consumer Price Index for All Urban Wage Earners. The minimum increase shall be at least two percent (2.0%), the maximum increase shall be no more than four percent (4.0%).
 - Effective July 2015 Survey

- Effective the first full pay period in July 2016, the base monthly salary for represented classifications shall be increased by the April 2015 to April 2016 San Francisco Bay Area Consumer Price Index for All Urban Wage Earners. The minimum increase shall be at least two percent (2.0%), the maximum increase shall be no more than four percent (4.0%).
- Salary Increase for Non-Sworn Classifications
 - Effective the first full pay period in July 2012, there shall be no increase to the base monthly salary for represented classifications.
 - Effective July 2013 Survey
 - Effective the first full pay period in July 2014, the base monthly salary for represented classifications shall be increased by the April 2013 to April 2014 San Francisco Bay Area Consumer Price Index for All Urban Wage Earners. The minimum increase shall be at least two percent (2.0%), the maximum increase shall be no more than four percent (4.0%)
 - Effective July 2015 Survey
 - Effective the first full pay period in July 2016, the base monthly salary for represented classifications shall be increased by the April 2015 to April 2016 San Francisco Bay Area Consumer Price Index for All Urban Wage Earners. The minimum increase shall be at least two percent (2.0%), the maximum increase shall be no more than four percent (4.0%).

For the City of El Cerrito	For the El Cerrito Police Employees' Association
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