

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF EL CERRITO
AND
UNITED PROFESSIONAL FIREFIGHTERS
LOCAL 1230

REGARDING MODIFYING LANGUAGE ON SALARIES

June 4, 2012

Representatives for the City of El Cerrito and representatives for the United Professional Firefighters of Contra Costa County, Local 1230 have agreed to the following modifications of the Memorandum of Understanding between the City of El Cerrito and United Professional Firefighters of Contra Costa County Local 1230 which expires on June 30, 2016 and was extended to June 30, 2017 by a Side Letter between the parties dated June 10, 2010.

- Section 13.1 Base Monthly Salaries
 - **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 the base monthly salary for represented classifications shall be increased to achieve the median level based upon the survey conducted by the City. (The survey conducted by the City shall not include the City's contribution to the employee's Retiree Health Savings Account.)
 - 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 the base monthly salary for represented classifications shall be increased to achieve the median level based upon the survey conducted by the City. (The survey conducted by the City shall not include the City's contribution to the employee's Retiree Health Savings Account.)
 - 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

Glenn Berkheimer

[Signature]

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Date: October 30, 2012

For Local 1230

[Signature]

[Signature]

Date: 10-23-12