

SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF EL CERRITO AND  
THE UNITED PROFESSIONAL FIREFIGHTERS OF CONTRA COSTA COUNTY,  
LOCAL 1230, REGARDING EXTENSION TO THE MEMORANDUM OF  
UNDERSTANDING AND MODIFYING LANGUAGE ON SALARIES

JUNE 10, 2010

Representatives for the City of El Cerrito, hereinafter "City"; and representatives for United Professional Firefighters of Contra Costa County, Local 1230, hereinafter "Union" have met and conferred in accordance with Government Code Section 3500 and have mutually agreed to modify the Memorandum of Understanding between the parties, which expires on June 30, 2016, in the following manner

- **Section 3.1 Duration of this Memorandum** - This agreement shall be in full force and effect commencing July 1, 2006, through June 30, 2017. Terms and conditions of this Agreement shall remain in full force until adoption of a successor Agreement.

Nothing herein shall prevent the parties to this Agreement from meeting and conferring and making modifications hereto by mutual consent.

- **Section 13.1 Base Monthly Salaries**
  - Effective the first full pay period in July 2009, the base monthly salary for represented classifications shall be increased by 2.0%.
  - Effective the first full pay period in July 2010 the base monthly salary for represented classifications shall not be increased.
  - Effective the first full pay period in July 2011 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 2012 the base monthly salary for represented classifications shall be increase by the April 2011 to April 2012 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 the first full pay period in 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 increase 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 the first full pay period in 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 increase 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%).

If the foregoing is in accordance with your understanding, please indicate your acceptance and approval in the space provided below.

Approved and Accepted

For the City of El Cerrito

Glenn Berchman

[Signature]

[Signature]

Date: 9/21/10

For Local 1230

[Signature]

Vincent Wells

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Date: \_\_\_\_\_