

Side Letter of Agreement Between The City of El Cerrito And
The El Cerrito Police Employees' Association Regarding
Six-Year Contract Extension to the Memorandum of Understanding and
Modifying Language on Salaries, Shift Differential and Holidays and
Adding Language on Service Credit

July 8, 2010

RECEIVED

SEP 07 2010

CITY OF EL CERRITO
EMPLOYEE SERVICES

Representatives for the City of El Cerrito (City) and the representatives for the El Cerrito Police Employees' Association (Association) have agreed to modify the Memorandum of Understanding between the City of El Cerrito and the El Cerrito Police Employees' Association, which expires on June 30, 2011 in the following manner:

Section 3.1 Duration Of This Memorandum - the MOU would be extended to June 30, 2017

Section 7.1 – 7.5 Health, Dental and Retirement

- Maintenance of current benefits for term of MOU

Section 8.1 Holidays

- Effective July 1, 2010, the City will increase the number of floating holidays from two (2) to three (3)

Section 13.1 Base Monthly Salaries

- Salary Increase for Police Officer/Corporal
 - Effective July 2010 – 3.5%
 - Effective January 2011 – 3.5%
 - Effective July 2011 – 3.5%
 - Effective January 2012 – 3.5%
 - Effective the first full pay period in July 2012, the base monthly salary for represented classifications shall be increased 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 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 Police Sergeant
 - Effective July 2010 – 3%
 - Effective January 2011 – 3%
 - Effective July 2011 – 3%
 - Effective January 2012 – 3%
 - Effective the first full pay period in July 2012, the base monthly salary for represented classifications shall be increased 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 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 July 2010 – 2%
 - Effective January 2011 – 2%
 - Effective July 2011 – Survey
 - Effective the first full pay period in July 2012, the base monthly salary for represented classifications shall be increased 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 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%).

Section 13.7 A. Shift Differential

- Effective with the first full pay period in July 2010, this language replaces 13.7 A. of the MOU which expires June 30, 2011
- Effective with the first full pay period in July 2010, sworn personnel assigned to night shift shall receive 2.0% of their base rate of pay as shift differential pay for all hours worked
- Effective with the first full pay period in January 2011, shift differential shall be eliminated

Section 13.8 (new) Criteria for Service Credit

- Age 50 no later than the last day of the first pay period in June 2012
- PERS retirement eligible no later than the last day of the first pay period in June 2012
- Employee must designate that they will retire during the term of this MOU
 - Service Credit for Sergeant Classification
 - For eligible employees effective July 2010 – 9.0%
 - For eligible employees effective January 2011 – 6.0%
 - For eligible employees effective July 2011 – 3.0%
 - Service Credit eliminated effective the last full pay period of June 2012
 - Service Credit for Police/Corporal Classifications
 - For eligible employees effective July 2010 – 10.5%
 - For eligible employees effective January 2011 – 7%
 - For eligible employees effective July 2011 – 3.5%
 - Service Credit eliminated effective the last full pay period of June 2012

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

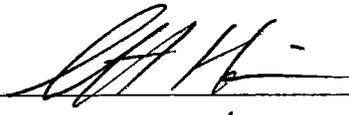
Approved and Accepted:

For the City of El Cerrito:

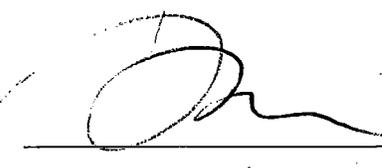
Glenn Berkheimer
[Signature]

For El Cerrito Police Employees Association:

[Signature]
Doris Hartung



Date: 9/21/10



Date: 9/1/10