

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

MODIFYING LANGUAGE ON SALARIES AND RETIREMENT

July 15, 2014

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 and subsequently modified by a Side Letter dated June 4, 2012. It is the intent of the parties that the Side Letter dated July 15, 2014, replaces the Side Letters dated June 10, 2010 and June 4, 2012.

The modifications to the Memorandum of Understanding between the City of El Cerrito and the United Professional Firefighters of Contra Costa County Local 1230 are as follows:

- 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.

- Section 7.4 Retirement Plan for Fire Suppression Personnel -
 - Effective June 30, 2001, the retirement plan for fire suppression personnel shall be the 3.0% @ 50 PERS Plan, including:
 - Credit for Unused Sick leave at retirement
 - Final Compensation - Single highest year
 - 1959 Survivor Benefits Level IV
 - For fire suppression personnel who are hired after December 31, 2012, and who are not “Classic Employees” as defined by Cal PERS, the following retirement benefits shall be provided:
 - Retirement formula commonly known as 2.7% @ 57
 - Final Compensation – 3 Year Average
 - Credit for Unused Sick Leave at Retirement
 - The employee contribution shall be 50% of the normal cost as defined by PERS.

- 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 contributions to the employee's Retiree Health Savings Account.)

- 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 after adoption of this Side Letter by City Council, the base monthly salary for represented classifications shall be increased by 8.0%.
- Effective the first full pay period in July 2015, the base monthly salary for represented classifications shall be increased by 4.5%.
- Effective the first full pay period in July 2016, the base monthly salary for represented classifications shall be increased by 4.5%.

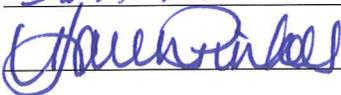
• Section 13.3 - Pension Reimbursement

- A represented regular employee's base monthly salary shall be as stated in Section 13.1, with the employee's PERS contribution paid by the City.
 - Effective the first pay roll period after adoption by the City Council, employees shall make a 9.0% employee contribution towards PERS.
 - Effective the first full pay period in July 2015, employees shall make an additional 1.5% contribution towards PERS, for a total of 10.5% contribution towards PERS.
 - Effective the first full pay period in July 2016, employees shall make an additional 1.5% contribution towards PERS, for a total of 12.0% contribution towards PERS.
- Effective the first payroll period after the adoption of this Side Letter by the City Council, an employee's pension contributions shall be tax deferred and made in accordance with IRS Section 414 H(2).

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

For the City of El Cerrito





For Local 1230





DATE:

7/17/04

DATE:

7/22/14