

**SIDE LETTER TO EXTEND MEMORANDUM OF UNDERSTANDING
BEWTEEN
CITY OF EL CERRITO
AND
EL CERRITO POLICE EMPLOYEES' ASSOCIATION**

December 31, 2020

Representatives for the City of El Cerrito met with representative of the El Cerrito Police Employees Association regarding the financial challenges that the City is experiencing. As a result of the discussions, the parties have agreed to extend the Memorandum of Understanding (MOU) between the parties. The Side Letter extending the MOU modifies the following Articles:

- Article 3.1 Duration of this Memorandum
The recommendations set forth in the Memorandum of Understanding are final. Except as otherwise provided herein, no changes or modifications shall be offered, urged or otherwise presented by the Association or the City for the duration of this agreement, provided, however, that nothing herein shall prevent the parties to this Memorandum of Understanding from meeting and conferring and making modifications herein by mutual consent. The term of this agreement shall be from January 1, 2020 to June 30, 2024.

- Article 13.1 Base Monthly Salaries
Appendix A is the salary schedule for all classifications represented by the Association.
 - There shall be no salary increase effective the first full pay period in January 2020.
 - The parties agreed to eliminate the 3.0% salary increase effective the first full pay period in January 2021.
 - Effective the first full pay period in July 2021, the base monthly salary ranges will be increased by 3.0% for all represented sworn and non-sworn classifications.
 - The parties agreed to eliminate the 3.0% salary increase effective the first full pay period in January 2022.
 - Effective the first full pay period in January 2022, the base monthly salary ranges will be increased by 2.0% for all represented sworn and non-sworn classifications.
 - Effective the first full pay period in July 2022, the base monthly salary ranges will be increased by 1.5% for all represented sworn and non-sworn classifications.
 - Effective the first full pay period in January 2023, the base monthly salary ranges will be increased by 1.5% for all represented sworn and non-sworn classifications.
 - Effective the first full pay period in July 2023, the base monthly salary ranges will be increased by 3.0% for all represented sworn and non-sworn classifications.

- Article 17.1 Career Incentive Program – Sworn Personnel

C. Effective the first full pay period in July 2021, Sworn Employees who are eligible or become eligible for the career incentive program shall receive one of the following:

An employee who has an AA/AS degree from an accredited college or university shall receive a differential of three percent (3.0%) of base pay.

An employee who has completed 60 semester units from an accredited college or university and completes 6 semester units every 24 months shall receive a differential of three percent (3.0%) of base pay.

An employee who has a BA/BS degree from an accredited college or university shall receive a differential of four percent (4.0%) of base pay.

An employee who as a MS/MA degree from an accredited college or university shall receive a differential of six percent (6.0%) of base pay.

D. Effective the first full pay period in January 2022, Sworn Employees who are eligible or become eligible for the career incentive program shall receive one of the following:

An employee who has an AA/AS degree from an accredited college or university shall receive a differential of three percent (3.0%) of base pay.

An employee who has completed 60 semester units from an accredited college or university and completes 6 semester units every 24 months shall receive a differential of three percent (3.0%) of base pay.

An employee who has a BA/BS degree from an accredited college or university shall receive a differential of five percent (5.0%) of base pay.

An employee who as a MS/MA degree from an accredited college or university shall receive a differential of six percent (6.0%) of base pay.

For the City

Glenn Beckman

Kristen Curren

Date: 1/7/2021

For the Association

[Signature]

Date: 1/7/2021