

**THIRD SIDE LETTER OF AGREEMENT AMENDING THE MEMORANDUM OF
UNDERSTANDING BETWEEN THE CITY OF ALHAMBRA AND THE ALHAMBRA POLICE
MANAGEMENT ASSOCIATION**

Pursuant to the provisions of the Meyers-Milias-Brown Act and the Memorandum of Understanding between the City of Alhambra (the "CITY") and the Alhambra Police Management Association ("ASSOCIATION") effective from April 16, 2020 to end of Fiscal Year 2022-2023 ("MOU"), this Third Side Letter of Agreement ("Side Letter Agreement") is entered into on this 13th day of February, 2023, between the CITY and the ASSOCIATION as a third amendment to the MOU.

It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the Association and contained in the MOU shall remain in full force and effect.

The CITY and the ASSOCIATION have met and conferred in good faith concerning the terms and conditions of this Third Side Letter Agreement and its implementation and now therefore agree to the following:

Article 1: GENERAL PROVISIONS, Section 1, Term of MOU, and Section 2, Recognition, shall be amended to read as follows:

Section 1. Term of MOU

The term of this MOU shall commence on April 16, 2020, and shall remain in effect through the last pay period of Fiscal Year 2025-2026. The terms of this MOU shall be effective upon the adoption of this MOU by the Alhambra City Council, except as otherwise provided by specific sections of this MOU.

Section 2. Recognition

Through the last pay period of Fiscal Year 2025-26, the City shall continue to recognize the Association as the recognized employee organization pursuant to the City's Employer Employee Relations Resolution No. 80-32 for the following positions:

Assistant Police Chief; and

Police Lieutenant

Article 2: COMPENSATION, Section 1. Salaries, shall be amended to read as follows:

A. Salary Schedules: Base rate pay for Association members shall be in the amounts reflected in Appendix "A." The salary schedules shall reflect the following changes:

1. Salary Increase.

a. Effective April 16, 2020, all Association members shall receive a two percent (2%) salary increase.

- b. Effective July 1, 2020, to be implemented the first pay period of fiscal year 2020-21, all Association members shall receive a three percent (3%) salary increase.
- c. Effective July 1, 2021, to be implemented the first pay period of fiscal year 2021-2022, all Association members shall receive a two percent (2%) salary increase.
- d. Effective July 1, 2022, to be implemented the first pay period of fiscal year 2022-23, all Association members shall receive a two percent (2%) salary increase.
- e. Effective the first pay period after adoption of this Third Side Letter Agreement by the City Council, all Association members shall receive a four percent (4%) increase to base salary.
- f. Effective the first pay period of FY 2023-24 that includes July 1, 2023, all Association members shall receive a two percent (2%) increase to base salary.
- g. Effective the first pay period of FY 2024-25 that includes July 1, 2024, all Association members shall receive a three percent (3%) increase to base salary.
- h. Effective the first pay period of FY 2025-26 that includes July 1, 2025, all Association members shall receive a three percent (3%) increase to base salary.

Article 2: COMPENSATION, Section 4. Watch Commander Coverage Pay, shall be amended to read as follows:

A Police Lieutenant who is called to provide Watch Commander coverage outside of his or her normal work schedule, shall be compensated at a straight-time hourly rate.

Article 3: LEAVES OF ABSENCE, Section 1. Maximum Accrued Vacation Hours, shall be amended to read as follows:

Section 1. Vacation Leave

- A. Vacation Leave Cash Out. Each Association member shall be allowed to cash out up to forty (40) hours of accrued vacation leave based on an employee's base rate pay at the time of the special payroll run date in December. To be eligible for vacation cash out pursuant to this paragraph, in December of each year, Association members must make an irrevocable election as to the number of hours they elect to cash out in the following December. The City shall make a form available to Association members to make the irrevocable election. Disbursement of the vacation cash out shall take place on a special payroll run date in December (December one year after making the irrevocable election).
- B. Maximum Accrued Vacation Hours. Association members may accrue up to a maximum of 400 hours of vacation.

Article 6: CAFETERIA FLEX PLAN, Section B. Flex Health Plan Contribution shall be amended to read as follows:

Section B. Flex Health Plan Contribution. The City provides a flex plan contribution, including the Public Employees' Medical & Hospital Care Act (PEMHCA) minimum, for Association members to be used toward the payment of insurance premiums for medical, dental, vision and standard supplemental life insurance plans. For insurance purposes, beginning March 2023, the flex contribution amount offered by the City for Association members is as follows:

Employee Only:	\$841.06 per month
Employee plus 1 dependent	\$1,138.61 per month
Employee plus 2 or more dependents (Family)	\$1,553.14 per month

A. PEMHCA Contribution Amount. Each calendar year, CalPERS establishes the PEMHCA minimum employer contribution rate for Association members enrolled in the City's PEMHCA medical plans as set forth in Government Code 22892(b). The flex plan contributions listed above includes the calendar year PEMHCA employer minimum contribution. Each subsequent calendar year, the City's flex plan contribution will change to include any increase in the PEMHCA employer minimum contribution rate.

APPENDIX "A" CITY OF ALHAMBRA POLICE MANAGEMENT ASSOCIATION (APMA) COMPENSATION PLAN AND SALARY SCHEDULE shall be amended to add the following sections and to read as follows:

EFFECTIVE FEBRUARY 16, 2023 – FIRST PAY PERIOD FOLLOWING ADOPTION BY CITY COUNCIL (4% COLA)

POSITION TITLE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Assistant Police Chief	Monthly	\$12,074.88	\$ 12,678.62	\$ 13,312.55	\$ 13,978.18	\$ 14,677.08	\$ 15,410.94
	Bi-weekly	\$ 5,573.02	\$ 5,851.67	\$ 6,144.25	\$ 6,451.47	\$ 6,774.04	\$ 7,112.74
	Hourly	\$ 69.66	\$ 73.15	\$ 76.80	\$ 80.64	\$ 84.68	\$ 88.91
Police Lieutenant	Monthly	\$10,545.87	\$ 11,073.16	\$ 11,626.82	\$ 12,208.15	\$ 12,818.56	\$ 13,459.49
	Bi-weekly	\$ 4,867.32	\$ 5,110.69	\$ 5,366.22	\$ 5,634.53	\$ 5,916.26	\$ 6,212.07
	Hourly	\$ 60.84	\$ 63.88	\$ 67.08	\$ 70.43	\$ 73.95	\$ 77.65

FISCAL YEAR 2023-24 (2% COLA) – EFFECTIVE JUNE 22, 2023

POSITION TITLE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Assistant Police Chief	Monthly	\$12,316.38	\$12,932.19	\$13,578.80	\$ 14,257.74	\$ 14,970.62	\$ 15,719.16
	Bi-weekly	\$ 5,684.48	\$ 5,968.70	\$ 6,267.14	\$ 6,580.50	\$ 6,909.52	\$ 7,255.00
	Hourly	\$ 71.06	\$ 74.61	\$ 78.34	\$ 82.26	\$ 86.37	\$ 90.69
Police Lieutenant	Monthly	\$10,756.79	\$ 11,294.62	\$ 11,859.36	\$ 12,452.31	\$ 13,074.93	\$ 13,728.68
	Bi-weekly	\$ 4,964.67	\$ 5,212.90	\$ 5,473.55	\$ 5,747.22	\$ 6,034.58	\$ 6,336.31
	Hourly	\$ 62.06	\$ 65.16	\$ 68.42	\$ 71.84	\$ 75.43	\$ 79.21

FISCAL YEAR 2024-25 (3% COLA) – EFFECTIVE JUNE 20, 2024

POSITION TITLE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Assistant Police Chief	Monthly	\$12,685.87	\$ 13,320.16	\$ 13,986.16	\$ 14,685.47	\$ 15,419.74	\$ 16,190.73
	Bi-weekly	\$ 5,855.02	\$ 6,147.76	\$ 6,455.15	\$ 6,777.91	\$ 7,116.80	\$ 7,472.65
	Hourly	\$ 73.19	\$ 76.85	\$ 80.69	\$ 84.73	\$ 88.96	\$ 93.41
Police Lieutenant	Monthly	\$11,079.49	\$ 11,633.46	\$ 12,215.14	\$ 12,825.88	\$ 13,467.18	\$ 14,140.54
	Bi-weekly	\$ 5,113.61	\$ 5,369.29	\$ 5,637.76	\$ 5,919.64	\$ 6,215.62	\$ 6,526.40
	Hourly	\$ 63.92	\$ 67.12	\$ 70.47	\$ 74.00	\$ 77.70	\$ 81.58

FISCAL YEAR 2025-26 (3% COLA) – EFFECTIVE JUNE 19, 2025

POSITION TITLE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Assistant Police Chief	Monthly	\$13,066.45	\$ 13,719.76	\$ 14,405.74	\$ 15,126.03	\$ 15,882.33	\$ 16,676.45
	Bi-weekly	\$ 6,030.67	\$ 6,332.20	\$ 6,648.81	\$ 6,981.25	\$ 7,330.31	\$ 7,696.82
	Hourly	\$ 75.38	\$ 79.15	\$ 83.11	\$ 87.27	\$ 91.63	\$ 96.21
Police Lieutenant	Monthly	\$11,411.87	\$ 11,982.46	\$ 12,581.59	\$ 13,210.66	\$ 13,871.20	\$ 14,564.76
	Bi-weekly	\$ 5,267.02	\$ 5,530.37	\$ 5,806.89	\$ 6,097.23	\$ 6,402.09	\$ 6,722.20
	Hourly	\$ 65.84	\$ 69.13	\$ 72.59	\$ 76.22	\$ 80.03	\$ 84.03

APPENDIX “B” APMA Uniform Items and Cleaning shall be amended to read as follows:

Appendix “B”
APMA Uniform Items and Cleaning
Cost information valid as of July 1, 2017

Job Classification	Uniform Item	Cleaning Cost
<ul style="list-style-type: none"> • Assistant Police Chief 	Pants	\$2.50/per item
	Class B Shirt	\$2.50/per item
	Class A Shirt	\$2.50/per item
	Tie w/Tie bar	None
	Belt	None
	Boots	None
	Uniform Jacket	None
<ul style="list-style-type: none"> • Police Lieutenant 	Pants	\$2.50/per item
	Class B Shirt	\$2.50/per item
	Class A Shirt	\$2.50/per item
	Tie w/Tie bar	None
	Belt	None
	Boots	None
	Uniform Jacket	None

The City and the Association agree that this Third Side Letter Agreement will be presented to the Alhambra City Council for its determination prior to implementation and shall not be effective until or unless the Alhambra City Council renders its approval.

CITY OF ALHAMBRA
REPRESENTATIVE

ALHAMBRA POLICE MANAGEMENT
ASSOCIATION REPRESENTATIVE

Dated: 2/1/2023

Dated: 02.01.2023

By: 
MARIAM LEE KO, DIRECTOR OF
HUMAN RESOURCES & RISK
MANAGEMENT

By: 
EDWARD ELIZALDE, PRESIDENT