

SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF MANHATTAN BEACH

AND

THE MANHATTAN BEACH POLICE MANAGEMENT ASSOCIATION

This Side Letter of Agreement ("Agreement") between the City of Manhattan Beach ("City") and the Manhattan Beach Police Management Association ("PMA") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the City and the PMA entered into a Memorandum of Understanding ("MOU") with the term of January 1, 2016 through December 31, 2018; and

WHEREAS, the MOU provides for compensation increases for Police Captains and also provides for a range for Police Captain base salaries; and

WHEREAS, the salary range to which the parties agreed in their MOU has a maximum salary amount for 2016 and 2017 which is lower than the amount that one of the Police Captain's base salary should be set at by receiving the 3.75% base salary increase to which the parties agreed in 2016 and 2017; and

WHEREAS, the parties desire to reconcile the salary range and salary increases provided to Police Captains in their MOU; and

WHEREAS, the parties wish to modify Chapter 2, Article 5, paragraph 2 "Compensation/Salaries"; and Exhibit A – Salary Schedule; and

NOW THEREFORE, the parties agree as follows:

1. Chapter 2, Article 5, paragraph 2 "**Compensation/Salaries**" is modified as can be seen with track changes below as follows:

ARTICLE 5: SALARIES

2. Effective the first day of the pay period following City Council approval of this MOU or the first day of the pay period following January 1, 2016, whichever is later, Police Captains shall receive a 3.75% increase to base salary.

Effective the first day of the pay period following January 1, 2017, Police Captains shall receive a 3.75% increase to base salary. Notwithstanding this agreed upon salary increase, a Police Captain's salary will not be increased above the parties' agreed upon salary range as set forth in Appendix A of this MOU.

2. Appendix A of the parties' MOU relating to the salary ranges for Police Captains is modified as can be seen with track changes below as follows:

**EXHIBIT A – SALARY SCHEDULE – SALARY STEPS FOR POLICE
LIEUTENANTS AND SALARY RANGES FOR POLICE CAPTAINS**

POLICE CAPTAINS

Effective the pay period including January 1, 2016

Police Captain - \$14,344 - ~~\$15,384~~\$15,733

~~Effective the pay period including January 1, 2017~~

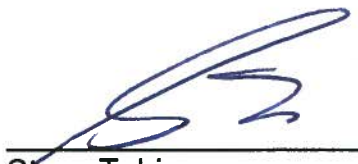
~~Police Captain - \$14,344 - \$15,506~~

FOR THE CITY OF MANHATTAN BEACH

Mark Danaj
City Manager

Date

FOR THE MANHATTAN BEACH POLICE MANAGEMENT ASSOCIATION



Steve Tobias
President, MBPMA

5-16-19

Date