

RESOLUTION NO. 16-0038

A RESOLUTION OF THE MANHATTAN BEACH CITY COUNCIL
ADOPTING THE SIDE LETTER AGREEMENT BETWEEN THE CITY OF
MANHATTAN BEACH AND THE CITY OF MANHATTAN BEACH POLICE
MANAGEMENT ASSOCIATION

WHEREAS, the Manhattan Beach City Council adopted the City of Manhattan Beach Police Management Association Memorandum of Understanding ("MOU") from January 1, 2016 through December 31, 2018; and

WHEREAS, as part of the MOU, the City of Manhattan Beach ("City") and the City of Manhattan Beach Police Management Association ("PMA") (collectively "Parties") agreed to provide compensation increases for Police Captains and also provide for a range for Police Captain base salaries;

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 have conferred in good faith and wish to modify Chapter 2, Article 5, paragraph 2 "Compensation/Salaries"; and Exhibit A - Salary Schedule; and

NOW THEREFORE, THE MANHATTAN BEACH CITY COUNCIL HEREBY RESOLVES:

SECTION 1. The City Council hereby approves and adopts the Side Letter Agreement between the City and the City of Manhattan Beach Police Management Association.

SECTION 2. The City Manager or his designee shall take the appropriate action to implement the resolution.

SECTION 3. The City Clerk shall certify to the adoption of this resolution.

PASSED, APPROVED and ADOPTED this 5th day of July, 2016.

Ayes: Howorth, Powell, Burton, Lesser and Mayor D'Errico.
Noes: None.
Abstain: None.
Absent: None.


Tony D'Errico
Mayor City of Manhattan Beach

ATTEST:


Liza Tamura, City Clerk



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of the original of said
document on file in my
office.


City Clerk of the City of
Manhattan Beach, California

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.



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/ Clerk of
City of
Manhattan
Beach

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

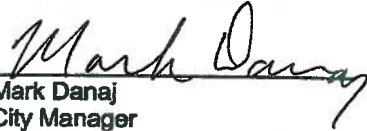
Effective the pay period including January 1, 2016

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

7-12-16
Date

FOR THE MANHATTAN BEACH POLICE MANAGEMENT ASSOCIATION


Steve Tobias
President, MBPMA

5-16-19
Date



Certified to be
a true copy of
said document
on file in my
office.


City Clerk of
the City of
Manhattan
Beach