

Letter of Agreement
Between
The City of Alameda
And
Alameda Police Manager Association (APMA)
Regarding MOU Section 11.1 Management Incentive Pay and Section 11.3 Retention Pay

The APMA and the City of Alameda (the City) hereby agree to the following clarification of their MOU, Section 11.1 to bring into compliance to meet the requirements of reportable Special Compensation pursuant to **CCR 571** (Classic) and **CCR 571.1** (PEPRA), and Section 11. 3 Retention Pay with respect to the calculation of the special pay.

11.1 Management Incentive Pay

In recognition of the unique nature of the Alameda Police Managers Association member’s job responsibilities and special skills, knowledge and abilities that are required, are granted Management Incentive Pay (MIP). Employees shall receive an additional 4.55% calculated on their base annual salary earned equally throughout the year over 26 pay periods. The compensation is paid as earned for normally required duties performed during normal work hours. It is not compensation in lieu of overtime or in lieu of other benefits that are excluded from consideration under the statutes and regulations of the Public Employees’ Retirement System. Management Incentive Pay shall be administered as per 2 C.C.R. Sec 571 (a) (1).

Section 11.1 Retention

All APMA members upon the satisfactory completion of ten (10) years of continuous service with the Alameda Police Department, shall be paid an additional three percent (3.0%) calculated on their base plus the hourly equivalent of the Holiday Pay (as defined in Section 16: Holidays). Upon the satisfactory completion of fifteen (15) years of continuous service with the Alameda Police Department, the employee receives an additional four percent (4.0%) calculated on their base plus the hourly equivalent of the Holiday Pay plus the 10-year benefit. Upon the satisfactory completion of twenty (20) years of continuous service with the Alameda Police Department, the employee receives an additional five percent (5.0%) calculated on their base plus the hourly equivalent of the Holiday Pay plus the 10-year benefit plus the 15-year benefit. Percentages shall be compounded.


For Example:

10 Year Retention = (Base Pay + Holiday Pay) x 3%
= ((Base Pay + (Base Pay x .075020)) x 0.03)


15 Year Retention = (Base Pay + Holiday Pay + 10-Year Retention) x 4%

20 Year Retention = (Base Pay + Holiday Pay + 10-Year Retention + 15-Year Retention) x 5%


For the City:

Signed by:

645BD87E45D243E...
Jennifer Ott
City Manager

For APMA

Signed by:

AAAA3FC643EF42E...
Joshua Crossley
APMA President

APPROVED AS TO FORM

By 
DD12294E76EF4B2...
Doug McManaway
Assistant City Attorney