

Letter of Agreement
Between
The City of Alameda
And
Alameda Police Officer’s Association (APOA)
Regarding MOU Section 11.9 Retention Pay

The APOA and the City of Alameda (the City) hereby agree to the following clarification of their MOU, Section 11.9 with respect to the calculation of the special pay.

Upon the satisfactory completion of five (5) years of continuous service with the Alameda Police Department, the employee shall be paid an additional one-half percent (1.5%) calculated on their base annual salary plus the hourly equivalent of the Holiday Pay (as defined in Section 16: Holidays). Upon the satisfactory completion of ten (10) years of continuous service with the Alameda Police Department, the employee receives an additional one- and one-half percent (1.5%) to a total of three percent (3.0%) calculated on their base annual salary plus the hourly equivalent of the Holiday Pay. 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 annual salary plus the hourly equivalent of the Holiday Pay plus the 10-year benefit plus the 15-year benefit. Percentages shall be compounded for the 10, 15, and 20-year retention levels.

For Example:

- 5 Year Retention = (Base Pay + Holiday Pay) x 1.5%
= ((Base Pay + (Base Pay x .0692)) x 0.015)
- 10 Year Retention = (Base Pay + Holiday Pay) x 3%
- 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:


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Jennifer Ott
City Manager

For APOA

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Kevin Horikoshi
APOA President

APPROVED AS TO FORM

Signed by:

By DD12294E76EF4B2...
Doug McManaway
Assistant City Attorney