

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF SOUTH GATE
AND THE CITY OF SOUTH GATE POLICE MANAGEMENT ASSOCIATION
FOR THE TERM OF JULY 1, 2014 THROUGH JUNE 30, 2015**

This Side Letter Agreement between the City of South Gate (City) and the South Gate Police Management Association (SGPMA) has been reached through the process of "Meet and Confer" with the object of fostering effective cooperation between the City and SGPMA.

This Side Letter Agreement is made part of and incorporated into the expired Memorandum of Understanding (MOU) between the City and SGPMA for the term of July 1, 2005 through June 30, 2008; the Side Letter Agreement to the 2005-2008 Memorandum of Understanding between the City and SGPMA dated and signed by SGPMA Representative on September 25, 2007; the Side Letter Agreement to the 2005-2008 Memorandum of Understanding between the City and SGPMA signed and dated by SGPMA Representative on October 1, 2007; the Amendment to Memorandum of Understanding, Contract 2265, between the City and SGPMA signed and dated by SGPMA Representative on September 23, 2009; the City Letter to All Police Officers, including Police Management dated July 21, 2009; and the Side Letter Agreement between the City and SGPMA for the term of July 1, 2012 through June 30, 2014.

This Side Letter Agreement has the full force and effect as the provisions in the Memorandum of Understanding (MOU) between the City and SGPMA for the term of July 1, 2014 through June 30, 2015, subject to the approval of the South Gate City Council. It is the intent of the City and SGPMA to complete a comprehensive MOU with the following provisions within a reasonable timeframe from the adoption of this Side Letter Agreement.

TERM

This Side Letter Agreement shall be effective from July 1, 2014 through June 30, 2015. The MOU shall become effective only after its adoption by the City Council of the City of South Gate following ratification by the members of SGPMA.

DEFERRED COMPENSATION

Effective July 1, 2014, eligible SGPMA members participating in one of the City's deferred compensation 457 plans shall receive a matching dollar for dollar contribution up to one thousand, two hundred dollars (\$1,200) in a fiscal year.

VACATION

Effective on the date the City Council approves this Side Letter Agreement, SGPMA members may request to cash out accrued, unused vacation leave at the employee's Regular Rate of Pay (excludes the special pay a member with 27 or more years of service receives which provides a ten percent (10%) Longevity Pay increment above the seven percent (7%) received once the member has 25 years of service) not to exceed eighty (80) hours in any fiscal year. After receipt of the appropriate completed and signed forms, Finance shall process vacation leave cash out payments during the next scheduled pay period to be included in the SGPMA member's regular paycheck.

COMPENSATORY TIME OFF

In lieu of receiving overtime pay, SGPMA members may designate earned overtime hours as compensatory time off. Compensatory time off shall be accrued at time and one-half (1.5) the number of overtime hours worked and may be accrued to a maximum of five hundred (500) hours. Compensatory time off may be used in accordance with Department regulations and may be converted to cash payment at the discretions of the employee. After receipt of the appropriate completed and signed forms, Finance shall process Compensatory time cash payments during the next scheduled pay period to be included in the SGPMA member's regular paycheck.

DENTAL INSURANCE

Effective on the first of the month following the date the City Council approves this Side Letter Agreement, the City will pay one hundred percent (100%) of the cost of Delta Dental PPO insurance plan premium for SGPMA members and their eligible dependents as determined by Delta Dental.

VISION PLAN

Effective on the first of the month as feasibly possible following the date the City Council approves this Side Letter Agreement, the City will pay one hundred percent (100%) of the vision care premium for VSP Choice Plan B Copay: \$10/10 for SGPMA members and their eligible dependents.

EDUCATIONAL REIMBURSEMENT PROGRAM

The City will provide up to a total of one hundred thousand dollars (\$100,000) for all eligible City employees' education reimbursements per fiscal year. SGPMA members who meet the terms and conditions of the Program may be eligible for reimbursement of educational expenses in compliance with the City's Educational Reimbursement Program procedures and guidelines.

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Signature Page

The City and SGPMA acknowledge that this Side Letter Agreement is entered into on the 25th day of November 2014, and is subject to it being executed by authorized representatives.

CITY OF SOUTH GATE:

By: Henry C. Gonzalez
Henry C. Gonzalez, Mayor

Date: 11-26-14

**SOUTH GATE POLICE
MANAGEMENT ASSOCIATION**

By: Juanito M. Pate
Its Duly Authorized Representative

Date: 12-4-14

By: Daniel Arick
Its Duly Authorized Representative

Date: 12-8-14

ATTEST:

Carmen Avalos
Carmen Avalos, City Clerk

(SEAL)

APPROVED AS TO FORM:

Raul F. Salinas
Raul F. Salinas, City Attorney