THE CITY OF BENICIA CALIFORNIA
A SESQUICENTENNIAL CITY 1847 ★ 1997

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September 19, 2007

Benicia Dispatch Association
C/O Tiffany Paulin, President

RE: SIDE LETTER FOR BDA MOU 7/1/06 – 6/30/10

Dear Tiffany,

The City and BDA recently concluded negotiations for the MOU covering July 1, 2006 – June 30, 2010. The Association ratified the new MOU and it was approved by City Council on June 5, 2007.

In the previous 7/1/05 – 6/30/06 MOU Section 17.10 wording was as follows:

> Upon successful completion of this training period, the Police Aide shall receive an additional five percent (5%) over his/her then current salary range when assigned to perform dispatcher duties except for time worked temporarily relieving on-duty Public Safety Dispatchers. In no event shall an employee receive "acting pay" at a rate which is in excess of the maximum rate of the classification of Public Safety Dispatcher.

The current MOU (7/1/06 – 6/30/10) 17.10 wording is currently follows:

> Upon successful completion of this training period, the CSO I/II , and Records Clerk (if applicable) shall receive the salary step in the dispatch salary range which provides a minimum of 5% increase over the CSO's current step when assigned to perform dispatcher duties except for time worked temporarily relieving on-duty Public Safety Dispatchers. In no event shall an employee receive "acting pay" at a rate which is in excess of the maximum rate of the classification of Public Safety Dispatcher.

Issues have arisen regarding the implementation of this language. Accordingly, the City of Benicia has agreed to implement the following language changes for the period the 7/1/06 – 6/30/2010 MOU is in effect.

> Upon successful completion of this training period, the CSO I/II, and Records Clerk (if applicable) shall receive the salary step in the dispatch salary range

STEVE MESSINA, *Mayor*
Members of the City Council
ALAN M. SCHWARTZMAN, *Vice Mayor* • MARK C. HUGHES • ELIZABETH PATTERSON • BILL WHITNEY

JIM ERICKSON, *City Manager*
VIRGINIA SOUZA, *City Treasurer*
LISA WOLFE, *City Clerk*

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which equates to the step they are normally paid in their regular position. For example, an employee at Step C of the CSO range, shall be paid Step C rate of pay in the dispatch range when assigned to perform dispatcher duties except for time worked temporarily relieving on-duty Public Safety Dispatchers when assigned to perform dispatcher duties except for time worked temporarily relieving on-duty Public Safety Dispatchers. In no event shall an employee receive "acting pay" at a rate which is in excess of the maximum rate of the classification of Public Safety Dispatcher.

Please indicate your agreement with this change by returning a signed copy of this side letter to my attention.

Benicia Dispatch Association

Tiffany L. Paulin

Suzanne L. Kaluza

City of Benicia

James Erickson
City Manager

Kim Imboden

cc: Suzanne Kaluza, BDA Secretary