MEDIATED SIDE LETTER AGREEMENT
City of Benicia and SEIU 1021
March 20, 2009

The City of Benicia and SEIU 1021/BPSEA agree to the following:

- Any BPSEA employee working in classifications with compensation determined to be over market, and who were hired prior to December 1, 2007, shall be paid according to Salary Schedule B, as modified by the COLAs referenced in Section 17.1 of the Collective Bargaining Agreement.
- BPSEA employees hired on or after December 1, 2007, shall be paid according to Salary Schedule A (newly created market scale based on salary survey, effective 7-1-2007).
- BPSEA employees hired prior to December 1, 2007 and who promote, transfer or work in a higher classification in a position with compensation determined to be over market shall be paid according to Salary Schedule B (old scale prior to 7-1-07), as modified by the COLAs referenced in Section 17.1 of the Collective Bargaining Agreement.
- At the point compensation for classification on Schedule B are no longer above market, they will be removed from Salary Schedule B.
- COLAs referred to in Section 17 of the Collective Bargaining Agreement between the City of Benicia and SEIU 1021 dated July 1, 2006 to June 30, 2011 are separate from market adjustments, and apply to all bargaining unit classifications, regardless of whether they are "Y" rated or not.
- This agreement does not set a precedent and only applies to current contract in effect, which expires on June 30, 2011.

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