

July 14, 2009

Andrew Bidou  
Benicia Police Management Employees

**RE: SIDE LETTER #1 TO MEMORANDUM OF UNDERSTANDING BETWEEN  
THE CITY OF BENICIA AND THE BENICIA POLICE MANAGEMENT  
EMPLOYEES FOR THE PERIOD 7/1/06 – 6/30/10**

Dear Andrew:

Consistent with our discussions, this letter is to confirm and memorialize the agreement between the City and the Benicia Police Management Employees regarding implementation of July 1, 2009 Market Adjustment.

Section II, COMPENSATION, Subsection (A) Salaries of the current Memorandum of Understanding between the City and the Benicia Police Management Employees will amended to add the following clarifying language:

Implementation of the July 1, 2009 Market Adjustment

- 1) Effective July 1, 2009, the salary for Police Lieutenant will be set to market, utilizing the same comparator agencies as are in place for the Benicia Police Officers' Association (BPOA). The salary for Deputy Police Chief will be set approximately 20% above Police Lieutenant. In no event, however, will there be less than a 7% differential between the Deputy Police Chief and Police Chief. Such differential will be calculated based on the total comp salary for both the Deputy Police Chief and Police Chief, inclusive of agreed-to modified total compensation components.

- 2) It is agreed that, for the remainder of this Agreement, salary adjustments will be based on the modified total compensation elements that are in place for the BPOA (Top-step base salary, Uniform Allowance, POST/Ed Incentive pay, PERS Pick up, Insurance (health, dental, vision, life) The benefit amounts within these total compensation elements will reflect what is paid to Police Lieutenants in the market.
  
- 3) In recognition of the current financial climate; and, consistent with the Police Management Employees' desire to balance their own interests with the needs and interest of the organization, it is agreed that members of the Police Management Employees' unit will receive one-half of the market adjustment due on July 1, 2009 on July 1, 2009; and defer the remaining one-half of these adjustment until January 1, 2010. While one-half of this adjustment will be deferred for a six-month period, it is not intended that the increase will be compounded.
  
- 4) Salary adjustments resulting from the July 1, 2009 Market survey for Police Lieutenant and Deputy Police Chief, as set forth herein, will be implemented as outlined in Attachment A.

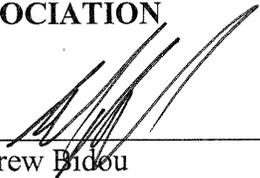
All other terms and conditions set forth in the MOU remain unchanged.

By signature below, the parties confirm agreement on the preceding provisions.

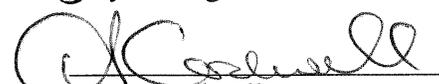
Dated: 7-14-09

**BENICIA POLICE MANAGEMENT EMPLOYEES' ASSOCIATION**

**CITY OF BENICIA**

  
 \_\_\_\_\_  
 Andrew Bidou

  
 \_\_\_\_\_  
 Jim Erickson  
 City Manager

  
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 Anne Cardwell

Approved as to form:

  
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 CITY ATTORNEY

## ATTACHMENT A

Salary adjustments resulting from the July 1, 2009 Market survey for Police Lieutenant and Deputy Police Chief will be implemented as follows:

July 1, 2009	Police Lieutenant	\$10,298/mo
	Deputy Police Chief	\$12,358/mo
Jan 1, 2010	Police Lieutenant	\$10,816/mo
	Deputy Police Chief	\$12,963/mo**

*\*\* May be reduced to maintain the minimum 7% differential between Deputy Chief and Police Chief, as set forth in Section 1 of the July 14, 2009 side letter.*