



Side Letter of Agreement
City of Atascadero and the Atascadero Police Association

As discussed during negotiations, the City of Atascadero and Atascadero Police Association (APA) both desire to slowly move positions that were neither sworn nor dispatch to SEIU in order to be more consistent with neighboring jurisdictions and to provide more appropriate representation for these positions. It was agreed that as non-sworn/non-dispatch positions became vacant that the APA and City would discuss whether it was appropriate to move the position out of APA and into SEIU at the time of vacancy. The Code Enforcement position which is currently represented by APA is currently vacant.

The City of Atascadero and Atascadero Police Association agree to the deletion of the following Code Enforcement Officer in the July 1, 2021 through June 30, 2024 Memorandum of Understanding between Atascadero Police Association and the City of Atascadero (MOU). The MOU is amended as follows:

Section 1.2 Recognition:

- a. The City of Atascadero recognizes the Association as the recognized and exclusive representative for the following classification:

- ~~Code Enforcement Officer~~

Section 4.1 Salary:

Monthly Salary Effective July 1, 2021

Code Enforcement Officer	\$ 4,967.80	\$ 5,216.19	\$ 5,477.00	\$ 5,750.85	\$ 6,038.39
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Monthly Salary Effective July 1, 2022

Code Enforcement Officer	\$ 5,216.19	\$ 5,477.00	\$ 5,750.85	\$ 6,038.39	\$ 6,340.31
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Monthly Salary Effective July 1, 2023

Code Enforcement Officer	\$ 5,477.00	\$ 5,750.85	\$ 6,038.39	\$ 6,340.31	\$ 6,657.33
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Section 4.4 Retirement:

CalPERS Non-Sworn Miscellaneous Members (as defined by CalPERS)

- a. Non-Sworn Safety Member employees (as defined by CalPERS) are provided retirement benefits through the California Public Employees Retirement System (CalPERS).

TIER 1

Non-sworn Miscellaneous Member employees including Police Officer Recruit, Community Services Officer, ~~Code Enforcement Officer~~, Public Safety Dispatcher, Senior Property Evidence Specialist, Lead Records Technician, and Public Safety Lead Dispatcher hired on or before July 14, 2012 are provided benefits pursuant to the 2.5% @ 55 Benefit Formula (Government Code Section 21354.4), Final Compensation 1 Year (G.C. Section 20042) and Unused Sick Leave Credit (G.C. Section 20965). The City will pay 0% (zero percent) of the Non-sworn Miscellaneous Member employee contribution of 8% (eight percent). Non-sworn Miscellaneous Member employees will pay the employee contribution of 8% (eight percent).

TIER 2

Non-sworn Miscellaneous Member employees including Police Officer Recruit, Community Services Officer, ~~Code Enforcement Officer~~, Public Safety Dispatcher, Senior Property Evidence Specialist, Lead Records Technician, and Public Safety Lead Dispatcher hired between July 14, 2012 and December 31, 2012, and Non-sworn Miscellaneous Member employees hired on or after January 1, 2013 who meet the definition of a Classic Member under CalPERS, are provided benefits pursuant to the 2% @ 55 Benefit Formula (G.C. Section 21354), Final Compensation 3 Year (G.C. Section 20037) and Unused Sick Leave Credit (G.C. Section 20965). The City will pay 0% (zero percent) of the Non-sworn Miscellaneous Member employee contribution of 7% (seven percent). Non-sworn Miscellaneous Member employees will pay the employee contribution of 7% (seven percent).

TIER 3

Pursuant to the California Public Employees' Pension Reform Act of 2013 (PEPRA), Non-sworn Miscellaneous Member employees including Police Officer Recruit, Community Services Officer, ~~Code Enforcement Officer~~, Public Safety Dispatcher, Senior Property Evidence Specialist, Lead Records Technician, and Public Safety Lead Dispatcher hired on or after January 1, 2013 who meet the definition of a CalPERS new member under PEPRA are provided benefits pursuant to 2% @ 62 Benefit Formula (G.C. Section 7522.20) with Final Compensation 3 Year (G.C. Section 20037). The Non-sworn Miscellaneous Member employee will pay a member contribution rate of 50% (fifty percent) of the expected normal cost rate.

Section 5.3 Uniform Allowance:

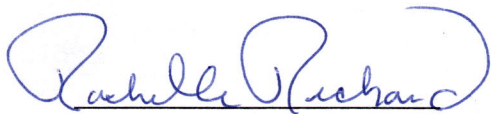
- a. The City shall provide an annual uniform allowance of one thousand dollars (\$1,000) for employees who hold the following positions: Police Officer, Police Corporal, Police Sergeant, Community Services Officer, Senior Property Evidence Specialist and ~~Code Enforcement~~

Officer.

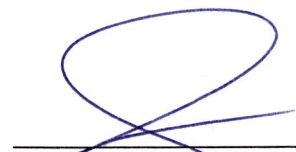
- b. The City will make an upfront lump sum payment of the current fiscal year's uniform allowance no later than the second pay day in July for employees who hold the following positions: Police Officer, Police Corporal, Police Sergeant, Community Services Officer, Senior Property Evidence Specialist and ~~Code Enforcement Officer~~.
- c. For employees who hold the following positions: Police Officer, Police Corporal, Police Sergeant, Community Services Officer, Senior Property Evidence Specialist and ~~Code Enforcement Officer~~ - upon initial hire the employee will receive a prorated amount based upon the number of days remaining until July 1. The City would at the same time advance the new employee an amount that when added to his initial uniform allowance would equal the annual uniform allowance. The amount advanced upon hire would then be deducted from the employee's first full uniform allowance check, the following July. (Example: If, in fiscal year 2021/2022 an employee worked six months in the first fiscal year, he/she would receive \$900 in that first year and \$550 in the second fiscal year. (\$1,000 2022/2023 uniform allowance less repayment of ½ of 2021/2022 uniform allowance advanced to the employee upon hire) All subsequent years the employee would receive the full \$1,000 until separation from the City.)
- d. When a Community Services Officer, Senior Property Evidence Specialist, ~~Code Enforcement Officer~~ Police Officer, Police Corporal or Police Sergeant separates from the City, the Uniform Allowance will be prorated based upon the number of days employed in the then current fiscal year and any amounts owed to the City will be deducted from his/her final check.

This language shall be in effect beginning **April 6, 2022**.

For the City of Atascadero:

 4/13/22
Rachelle Rickard Date
City Manager

For Atascadero Police Association:

 4/13/22

APA Representative Date

 4/13/22

APA Representative Date