

**MEMORANDUM OF UNSDERSTANDING BETWEEN
CITY OF COLUSA AND COLUSA PEACE OFFICERS ASSOCIATION**

JULY 1, 2010 – JUNE 30, 2012

SIDE LETTER 1

- I. The City shall implement pension modifications for all bargaining unit members as soon as possible after ratification of this MOU. The City agrees to implement a salary increase for Safety employees that corresponds with percentage deduction for the employee contribution to CalPERS. This increase shall be effective during the first pay period that an employee contribution is required by CalPERS.

- II. The City agrees to meet and confer to discuss all ancillary benefits as soon as possible. The City agrees to provide at least the same level of benefit that is currently offered for no additional out of pocket expense.

- III. Employees that are not yet at top step of salary shall be grandfathered in the merit pay program for the duration of this MOU or until the achieve top step of the salary bands in effect as of June 30, 2009, whichever occurs first. After achieving top step of salary said employee shall participate in the pay for performance program.

- IV. Employees that remain in their current benefit designation shall continue to receive their existing level of benefit. Employees that as of July 1, 2010 receive in lieu payments are entitled to 572.49 until such time as the City Supplemental Benefit Stipend for Active Employees exceeds this Dollar amount.

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- V. Any permanent full-time misc. employee in the bargaining unit is entitled to a 4 (9) workweek until June 30, 2011. Scheduling is subject to operational need as determined by the Chief.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding this 17th day of July 2010.

COLUSA PEACE OFFICERS ASSOCIATION

CITY OF COLUSA

CPOA President

Donna Critchfield, Mayor

APPROVED AS TO FORM:

Jacob Knapp, City Attorney