The City of Monterey ("City") and the Police Lieutenants’ Management Association ("PLMA") collectively ("the Parties"), after meeting and conferring in good faith, and following the ratification by the Union and approval by the City Council in open session on July 7, 2020, hereby execute this Letter of Understanding to amend Section 2 and 3 of the Parties current Memorandum of Understanding (July 1, 2019 through June 30, 2021) as follows:

Section 2. Term of Agreement

This Agreement is effective on July 1, 2019 and shall remain in full force and effect through June 30, 2022. The terms, conditions, wages and all provisions of this MOU shall continue in effect until a new MOU is negotiated and subsequently ratified by the Association and the City Council, or until this MOU is superseded in accordance with City Code Section 25-16.12 (e), Impasse Procedure, as may be amended, or until Association dissolves pursuant to City Code section 15-16.10 (Decertification of Recognized Employee Organizations), as may be amended.

Section 3. Salary Adjustments

3.1 Effective July 1, 2019 and implemented as soon as administratively possible, the pay rates for employees in this representation unit shall be increased by two percent (2.0%).

3.2 Effective July 1, 2019, the pay rate for the Assistant Police Chief Classification shall be banded with the Assistant Fire Chief.

3.3 Effective July 1, 2020, all PLMA-represented members shall reduce their base-pay by 4.5% through December 31, 2020.

3.43 Effective July 1, 2020, the pay rates for employees in this representation unit shall be increased by two percent (2.0%). The Employee Association has agreed to defer this two percent (2%) salary increase until January 1, 2021.

The parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year noted below.

CITY OF MONTEREY

POLICE LIEUTENANTS’
PLMA LETTER OF AGREEMENT WITH MOU EXTENSION (July 1, 2019 – June 30, 2022)
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