

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF SOUTH GATE AND  
THE SOUTH GATE POLICE MANAGEMENT ASSOCIATION**

**Section 1. Recognition**

- 1.1 This Amendment ("Amendment") shall operate to amend that certain Memorandum of Understanding ("MOU") between the City of South Gate ("City") and the Police Management Association ("PMA") known as Contract No. 2265 for the term of three years, beginning July 1, 2005 and ending June 30, 2008 and that certain Side Letter Agreement to the 2005-2008 Memorandum of Understanding between the City of South Gate and the South Gate Police Management Association dated October 1, 2007.
- 1.2 The South Gate Police Management Association ("PMA") and the City's Representatives have met and conferred in good faith over satisfying PERS requirements for previously agreed upon benefits, namely, the Value of EPMC and Longevity Pay.
- 1.3 The City's Representatives and the PMA have agreed, subject to approval by the City Council and CalPERS, to amend the above-referenced MOU and Side Letter Agreement as set forth in this Amendment.

**Section 2. Amendment to MOU**

- 2.1 Paragraph 9 of the MOU pertains to CalPERS Employer Paid Member Contribution ("EPMC"), and is hereby amended to provide a specified effective date as follows:

The effective date of the implementation of the benefit of reporting the value of the nine percent (9%) Employer Paid Member Contribution to CalPERS is October 1, 2006.

- 2.2 A copy of the MOU is attached hereto as Exhibit "A."

**Section 3. Amendment to Side Letter Agreement**

- 3.1 The Side Letter Agreement pertains to a Longevity Pay benefit, and is hereby amended to add a longevity pay scale as follows:

3.2 Longevity Pay Scale and Effective Dates

Employees are eligible for Longevity Pay based upon years of service.

<u>Years of City Service</u>	<u>Percentage of Base Pay</u>
6 to 11 years	2%
12 to 24 years	4%
25 to 26 years	7%
27 or more years	17%

3.3 A copy of the Side Letter Agreement is attached hereto as Exhibit "B."

**Section 4.** All other wages, hours and other terms and conditions of employment shall remain unaffected and shall continue in full force and effect for the term of the underlying MOU and Side Letter Agreement, July 1, 2005 through June 30, 2008.

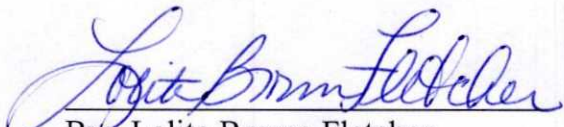
**Section 5.** By affixing their signature below, each party represents that he/she/it has taken or will take all actions necessary to secure the appropriate ratification, endorsement, approval or agreement of all necessary bodies, boards, councils, groups or entities, of whatever legal form or type and in whatever manner as may be legally required, and are fully authorized to execute this agreement on that party's behalf.

Dated: 8/6/09

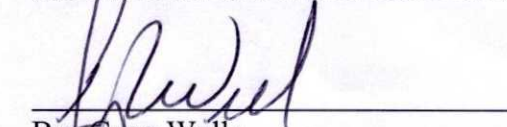
Dated: 08-06-09

**CITY OF SOUTH GATE**

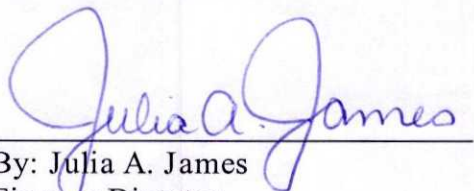
**SOUTH GATE POLICE  
MANAGEMENT ASSOCIATION**



By: Lolita Brown Fletcher  
Personnel Director



By: Greg Wells  
President



By: Julia A. James  
Finance Director

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Henry C. Gonzalez, Mayor

ATTEST:

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Carmen Avalos, City Clerk

APPROVED AS TO FORM:

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Raul Salinas, City Attorney