

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF SOUTH GATE
AND THE CITY OF SOUTH GATE POLICE MANAGEMENT ASSOCIATION
FOR THE TERM OF JULY 1, 2015 THROUGH JUNE 30, 2017**

This Side Letter Agreement between the City of South Gate (City) and the South Gate Police Management Association (SGPMA) has been reached through the process of "Meet and Confer" with the object of fostering effective cooperation between the City and SGPMA.

This Side Letter Agreement is made part of and incorporated into: 1) the expired Memorandum of Understanding (MOU) between the City and SGPMA for the term of July 1, 2005 through June 30, 2008; 2) the Side Letter Agreement to the 2005-2008 Memorandum of Understanding between the City and SGPMA dated and signed by SGPMA Representative on September 25, 2007; 3) the Side Letter Agreement to the 2005-2008 Memorandum of Understanding between the City and SGPMA signed and dated by SGPMA Representative on October 1, 2007; 4) the Amendment to Memorandum of Understanding, Contract 2265, between the City and SGPMA signed and dated by SGPMA Representative on September 23, 2009; 5) the City Letter to All Police Officers, including Police Management, dated July 21, 2009; 6) the Side Letter Agreement, Contract 2878, between the City and SGPMA for the term of July 1, 2012 through June 30, 2014; and 7) the Side Letter Agreement, Contract 3062, between the City and SGPMA for the term of June 30, 2014 through June 30, 2015.

This Side Letter Agreement, covering the term of July 1, 2015 through June 30, 2017, has the full force and effect as the provisions in the 2005-2008 Memorandum of Understanding (MOU) between the City and SGPMA and the subsequent Side Letter Agreements, and is subject to the approval of the South Gate City Council. It is the intent of the City and SGPMA to complete a comprehensive MOU with the following provisions within a reasonable timeframe from the adoption of this Side Letter Agreement.

TERM

This Side Letter Agreement shall be effective from July 1, 2015 through June 30, 2017. The comprehensive MOU to be prepared shall become effective only after its adoption by the City Council of the City of South Gate following ratification by the members of SGPMA.

WAGES

2015-16: Effective February 7, 2016, the base salary for each job classification and/or position represented by the PMA will be increased by 3.9%.


2016-17: Effective June 26, 2016, the base salary for each job classification and/or position represented by the PMA will be increased by an additional 3.9%.

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF SOUTH GATE
AND THE CITY OF SOUTH GATE POLICE MANAGEMENT ASSOCIATION
FOR THE TERM OF JULY 1, 2015 THROUGH JUNE 30, 2017**

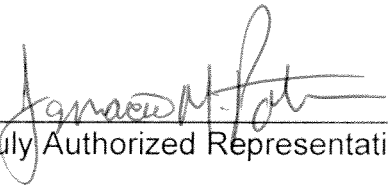
Signature Page

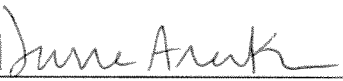
The City and SGPMA acknowledge that this Side Letter Agreement is entered into on the 9th day of February 2016, and is subject to it being executed by authorized representatives.

CITY OF SOUTH GATE:

By: 
Jorge Morales, Mayor
Date: 2/10/16

**SOUTH GATE POLICE
MANAGEMENT ASSOCIATION**

By: 
Its Duly Authorized Representative
Date: 2-8-16

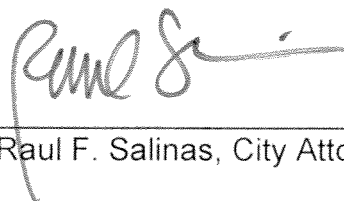
By: 
Its Duly Authorized Representative
Date: 2-8-16

ATTEST:


Carmen Avalos, City Clerk

(SEAL)

APPROVED AS TO FORM:


Raul F. Salinas, City Attorney