

**SIDE LETTER BETWEEN THE CITRUS HEIGHTS POLICE EMPLOYEES
ASSOCIATION AND THE CITY OF CITRUS HEIGHTS**

The City of Citrus Heights (“City”), and the Citrus Heights Police Employees Association (“CHPEA”), hereby agree to modify Section 11.3 of Article 11 (Salary Administration), Section 25.1 of Article 25 (Health/Welfare Benefits), and Section 14.1 of Article 14 (Education) to the existing “*Agreement between the Citrus Heights Police Employees Association and City of Citrus Heights, October 1, 2018 through September 30, 2021 (“Agreement”)*”, pursuant to the reopener referenced in Section 11.3 of the Agreement as follows:

Article 11 Salary Administration

Section 11.3 Base Salary:

The following changes will be effective on the first pay period following adoption by the City Council, which includes the pay date of April 3, 2020:

All members will receive a 2% base salary increase. If a member is currently at the top of the salary range, the member will receive a one-time cash payment in lieu of salary increase and the member’s base pay will not be changed. If a member is less than 2% from the top of the salary range, the member’s base pay will be increased to the top of the salary range and any remainder will be paid in a one-time cash payment.

Time-In-Grade Adjustment:

All members will receive a salary range placement adjustment based on appointment date in the current pay grade, calculated as follows:

Appointment Date	Years of Service in Pay Grade (as of June 30, 2020)	Range Placement
06/30/2010 or earlier	10 Plus years	Top of the Range
Between 07/01/2010 – 12/31/2012	7.5 – 10 years	No more than 6% from Top
Between 01/01/2013 – 06/30/2015	5.0 – 7.5 years	No more than 12% from Top
Between 07/01/2015 – 12/31/2017	2.5 – 5.0 years	No more than 18% from Top
Between 01/01/2018 – 06/30/2019	1.0 – 2.5 years	No more than 24% from Top
Hired 07/01/2019 or later	Less than 1 year	No Range Placement Adjustment

Article 25 Health/Welfare Benefits

Section 25.1 Health Contribution

Effective with the first pay period following adoption by the City Council, including the pay date of April 3, 2020, the currently monthly contribution towards health insurance premiums will increase by a maximum of \$100 per month as follows:

Level	Current	Proposed
Employee only	\$ 700.00	\$ 800.00
Employee plus one	\$1,200.00	\$1,300.00
Employee plus two or more	\$1,500.00	\$1,600.00

Article 14 Education

Section 14.1 Educational Incentive Pay:

Effective the beginning of Fiscal Year 2020-2021, including the pay date of July 10, 2020:

All CHPEA classifications will receive an education incentive pay of a maximum of two and one-half percent (2.5%) of base salary per month, calculated as follows:

- 2.5% for AA/AS Degree or equivalent (60 units)
- 2.5% for Intermediate POST
- 2.5% for BA/BS Degree
- 2.5% for Advanced POST
- 2.5% for MA/MS Degree

Educational Incentive pay shall not apply for those classifications where advanced education or certification is a minimal job requirement or where a certification does not directly apply to the member's current classification.

The classification of Police Dispatcher shall receive the above educational incentives to a maximum of seven and one-half percent (7.5%).

FOR THE CITY OF CITRUS HEIGHTS


FOR THE CITRUS HEIGHTS POLICE
EMPLOYEES ASSOCIATION:

DocuSigned by:

Christopher W. Boyd, City Manager


Scott Kermgard, CHPEA President


Ronda Rivera, Lead Negotiator


John Coburn, CHPEA Representative