

## I. Parties

The Parties to this Side Letter of Agreement (herein after “Side Letter”) are the City of Emeryville and the Management of Emeryville Services Authority (herein after referred to as “MESA”) and the Confidential, Administrative, Managerial and Professional Employees (herein after referred to as “CAMP”).

## II. Background

The Parties are the signatories to a Memorandum of Understanding (hereinafter referred to as the “MOU”) setting forth terms and conditions of employment for MESA employees within the Confidential, Administrative, Managerial and Professional Employees bargaining unit.

The Parties agree as follows:

## III. MOU Amendments

A. For Purposes of the MOU amendments set forth below, language that is overstruck (e.g., ~~overstruck~~) will be omitted from the MOU. Language that is *italicized* and **boldfaced** will be added to the MOU as indicated. Appendix A, attached hereto and referred to below, will replace the existing Appendix A in its entirety. The existing MOU will, in all other respects, remain in effect without change through the new term specified below.

B. Section 6 – Base Pay and other Cash Compensation, Sub-Section 6.1 Base Pay and the Appendix of the MOU are hereby amended to read as follows:

6.1. Base Pay. The base salary and wages applicable to classifications covered by this Memorandum of Understanding are set forth in Appendix A, attached hereto and by this reference incorporated herein. The base rates shown in Appendix A shall increase by three percent (3 %) effective on the first day of July 2019; by three percent (3%) on the first day of July 2020; ~~and~~ by two percent (2%) on the first day of July 2021; ***and by three percent (3%) on the first day of July 2022.***

***The MESA will pay bargaining unit members, employed with the MESA on the date of payment, a non-pensionable lump sum of \$1,250 on December 5, 2022. The lump sum amount will be included in regular payroll and is subject to all applicable payroll tax and withholding.***

C. Section 20 Duration of the MOU is hereby amended to read as follows:

“This Memorandum of Understanding will remain in full force and effect from the date it is ratified and adopted by the Employer through June 30, 2022~~3~~.”

## IV. General Provisions

A. Upon adoption of this Side Letter of Agreement by the MESA Board, the Parties’ respective duty to meet and confer over wage increases, effective July 1, 2022, as provided in the Parties’ MOU prior to amendment as set forth above, shall be deemed to have been exhausted and concluded.

B. This Side Letter will take effect immediately upon adoption by the MESA Board.

C. The written terms herein embody the entire Side Letter of Agreement between the Parties.

In witness hereof, this Side Letter of Agreement was ratified and adopted by a vote of the MESA Board on May 3, 2022.

For the Employer:

DocuSigned by:  
*Christine Daniel*  
B023BA190D284E2...  
Christine Daniel, City Manager

DocuSigned by:  
*Trish Raver*  
1228EAA806FB48A...  
Trish Raver, Human Resources Director

DocuSigned by:  
*John Kennedy*  
2C934D02DB55467...  
John Kennedy, City Attorney

For CAMP:

DocuSigned by:  
*Nancy Humphrey*  
81C6BAAFBE7E44A...  
Nancy Humphrey, President

DocuSigned by:  
*Chadrick Smalley*  
05CFA6C757064D6...  
Chadrick Smalley, Representative

DocuSigned by:  
*Frederick Dauer*  
3B342C2B0D6E4A7...  
Fred Dauer, Representative

## APPENDIX A

## Base Salary Rate

## Schedule Effective July 1, 2022

<u>JOB CODE</u>	<u>JOB CLASSIFICATION</u>	<u>A</u>			<u>E</u>	<u>Eff Date</u>
1159	ACCOUNTING MANAGER	10021	-	RANGE	-	13526 7/1/2022
1158	ACCOUNTING SUPERVISOR*	8149	-	RANGE	-	10998 7/1/2022
1040	ASSISTANT CITY ATTORNEY	12094	-	RANGE	-	16325 7/1/2022
1131	ASSISTANT TO THE CITY MANAGER	9563	-	RANGE	-	12910 7/1/2022
1130	ASSISTANT TO THE CITY MANAGER/CITY CLERK	10804	-	RANGE	-	14587 7/1/2022
1530	CHIEF BUILDING OFFICIAL	11038	-	RANGE	-	14901 7/1/2022
1150	CHIEF FINANCIAL OFFICER	11139	-	RANGE	-	15565 7/1/2022
1122	CHILD DEVELOPMENT CENTER AST MANAGER	6745	-	RANGE	-	9104 7/1/2022
1120	CHILD DEVELOPMENT CENTER MANAGER	7522	-	RANGE	-	10151 7/1/2022
1125	CHILD DEVELOPMENT CENTER SUPERVISOR*	5253	-	RANGE	-	7092 7/1/2022
1740	CITY CLERK	10805	-	RANGE	-	14587 7/1/2022
1415	CITY MANAGER ANALYST	7303	-	RANGE	-	9856 7/1/2022
1035	CIVILIAN COMMANDER	12789	-	RANGE	-	16527 7/1/2022
1115	COMMUNITY DEVELOPMENT DIRECTOR	13851	-	RANGE	-	18701 7/1/2022
1805	COMMUNITY PRESERVATION OFFICER	8220	-	RANGE	-	11095 7/1/2022
1545	COMMUNITY SERVICES DIRECTOR	13851	-	RANGE	-	18701 7/1/2022
1114	DEPUTY DIRECTOR OF COMMUNITY DEV	12465	-	RANGE	-	17882 7/1/2022
1081	DEPUTY DIRECTOR OF PUBLIC WORKS	12465	-	RANGE	-	17882 7/1/2022
1045	DEPUTY CITY ATTORNEY	10021	-	RANGE	-	13525 7/1/2022
1747	DEPUTY CITY CLERK	6387	-	RANGE	-	8305 7/1/2022
1140	DIRECTOR/ADMINISTRATIVE SERVICES	13851	-	RANGE	-	18701 7/1/2022
1430	DIRECTOR/ECONOMIC DEVELOPMENT AND HSNB	13851	-	RANGE	-	18701 7/1/2022
1110	DIRECTOR/PLANNING AND BUILDING	13851	-	RANGE	-	18701 7/1/2022
1080	DIRECTOR/PUBLIC WORKS/CITY ENG.	13851	-	RANGE	-	18701 7/1/2022
1435	ECON DEVELOPMENT AND HOUSING MANAGER	11038	-	RANGE	-	14901 7/1/2022
1555	ENVIRONMENTAL PROGRAM SUPERVISOR *	8467	-	RANGE	-	11428 7/1/2022
1745	EXECUTIVE ASSISTANT TO THE CITY MANAGER	6255	-	RANGE	-	8444 7/1/2022
1055	FINANCE DIRECTOR	13851	-	RANGE	-	18701 7/1/2022
1056	FINANCE SUPERVISOR	8759	-	RANGE	-	11816 7/1/2022
1420	HUMAN RESOURCES ASSISTANT *	4461	-	RANGE	-	5798 7/1/2022
1425	HUMAN RESOURCES TECHNICIAN *	6387	-	RANGE	-	8305 7/1/2022
1157	INFORMATION SYSTEMS ANALYST I *	6549	-	RANGE	-	8840 7/1/2022
1156	INFORMATION SYSTEMS ANALYST II *	7191	-	RANGE	-	9708 7/1/2022
1155	INFORMATION SYSTEMS MANAGER	13246	-	RANGE	-	17882 7/1/2022
1154	INFORMATION TECHNOLOGY DIRECTOR	13851	-	RANGE	-	18701 7/1/2022
1800	MANAGEMENT ANALYST*	8219	-	RANGE	-	11095 7/1/2022
1485	OFFICE ASSISTANT II - CONFIDENTIAL*	4241	-	RANGE	-	5305 7/1/2022
1145	PARALEGAL	6548	-	RANGE	-	8840 7/1/2022
1200	POLICE CAPTAIN *	15345	-	RANGE	-	18015 7/1/2022
1060	POLICE CHIEF	16622	-	RANGE	-	20777 7/1/2022
1228	POLICE LIEUTENANT *	13567	-	RANGE	-	15675 7/1/2022
1230	POLICE SERVICES MANAGER *	6769	-	RANGE	-	9135 7/1/2022
1504	PRINCIPAL PLANNER	10022	-	RANGE	-	13525 7/1/2022
1380	PUBLIC WORKS SUPERVISOR*	7143	-	RANGE	-	9644 7/1/2022
1390	PW OPERATIONS AND FACILITIES MANAGER	10022	-	RANGE	-	13525 7/1/2022
1550	RECREATION MANAGER	8436	-	RANGE	-	11383 7/1/2022
1555	RECREATION SUPERVISOR *	6876	-	RANGE	-	9282 7/1/2022
1100	SENIOR CENTER MANAGER	7303	-	RANGE	-	9856 7/1/2022

\* Classifications applicable to Personnel Rules and Regulations