



Human Resources Department

TO: BOB DENTON, POLICE MANAGERS GROUP
FROM: DAWN VILLARREAL, DIRECTOR OF HUMAN RESOURCES
SUBJECT: SIDE LETTER OF AGREEMENT: COST SAVING MEASURES
DATE: JUNE 4, 2009

This side letter confirms the agreements reached between the City of Vacaville and Vacaville Police Managers Group (PMG) through the recent meet and confer process regarding cost saving measures. This agreement was approved by Council on May 12, 2009. The City and PMG have agreed to the following as an equivalent to a two-day furlough, equal to a 9.23% savings for the City:

- **TERM:** July 1, 2009 through June 30, 2010
- **PERFORMANCE AWARD PAY:** All PMG members shall forgo the Performance Award Pay to include award earned in 2009 and awarded in 2010 (equivalent to 1%).
- **SALARY & RETIREMENT:** Effective with the July 1, 2009 wage adjustment, for the term of this agreement, all PMG members shall contribute 3.5% of salary toward the PERS Employer contribution.
 - PMG members will continue to pay their 9% Employee contribution toward PERS. This additional 3.5% contribution will go toward the PERS Employer contribution for the term of the agreement. The additional contribution will be made on a pre-tax basis.
- **PAID TIME OFF (PTO):** Beginning July 1, 2009 through the term of this agreement, a bank of 96 hours will be granted to each PMG member to be used as floating time off (equivalent to the 3.5% contribution toward PERS and 1% Performance Award). To be used per the administrative procedure for PMG – PTO signed on May 25, 2009 by Dawn Villarreal, Director of Human Resources (attached).

The City will grant a credit of \$196,721 (equivalent to 4.73%) to PMG upon the retirement of a Sergeant.

We will be providing the City Council and bargaining units with quarterly budget updates. The parties agree that if the City does not achieve the needed savings through the cost saving measures described above, the City will request to meet with PMG to obtain further cost reductions on the condition that the City will have similar discussions with all other bargaining units.

The City may request to meet in the event it becomes necessary to discuss extending this agreement beyond June 30, 2010.

For the City of Vacaville:

Signature on File
Dawn Villarreal
Human Resources Director

Date: 6/8/09

For the Vacaville Police Managers Group:

Signature on File
Bob Denton

Date: 6/9/09