

**Side Letter of Agreement
City of Emeryville and Emeryville Police Management Association
Amendment to Education Incentive**

June 16, 2025

The Parties to this Side Letter of Agreement (herein after “Side Letter”) are City of Emeryville (“City”) and Emeryville Police Management Association (“Association”) collectively “Parties.”

The Parties are the signatories to a 2023-2026 Memorandum of Understanding (hereinafter referred to as the “MOU”) setting forth terms and conditions of employment for certain City employees within the Association.

The Parties agree to clarify their intent as it relates to the Education Incentive benefit described in the MOU. As such, City and Association, have met and conferred and have agreed to amend and modify the existing MOU terms as set forth below:

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 underlined and boldfaced will be added to the MOU as indicated. The existing MOU will, in all other respects, remain in effect without change through its existing term.

Sub-Section **4.5 Education Incentive** of the MOU is hereby amended to read as follows:

Effective the first full pay period following City Council approval of this agreement, the City will provide **Lieutenant classification incumbents** with a B.A. or B.S. Degree or an Advanced P.O.S.T. certificate will receive a total of seven and one-half percent (7.5%) to their rate of pay **and Captain classification incumbents with a M.A. Degree will receive a total of seven and one-half percent (7.5%) to their rate of pay.**

An additional 2% for a total of 9.5% will be provided for ~~employees with a master’s degree~~ **Lieutenant or Captain incumbents upon** completion of an executive level training course (FBI National Academy, POST Command College, POST ELI, or PERF Senior Management in Policing training).

The written terms herein embody the entire Side Letter of Agreement between the Parties. The Side Letter of Agreement modified language herein will be incorporated into any successor MOU by the Parties.

For the City:

Signed by:

7D08E284A3A4E8
LaTanya Bellow, City Manager

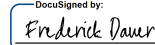
Signed by:

2864E48452C7448
Lilybell Nakamura, Human Resources Director

DocuSigned by:

52E4B02CB391F8
Pedro Jimenez, Assistant City Manager

For the Association:

DocuSigned by:

3B342C2B0D6E4A7...
Fred Dauer, Lieutenant