Brawley Public Safety Employees Association and the City of Brawley
Tentative Agreement
11/28/12

The Brawley Public Safety Employees Association (BPSEA) and the City of Brawley (City) have agreed to the following terms to amend the current Memorandum of Understanding (MOU):

1. Extension of the current MOU through 06/30/16.

2. Effective December 1, 2012, all sworn employees shall pay their 9% PERS contribution, and concurrently, each sworn employee shall receive a 7% base salary increase. Effective December 01, 2012, all non sworn employees shall pay their 7% PERS contribution, and concurrently, each non sworn employee shall receive a 5% base salary increase. This change modifies Article 23 of the current MOU.

3. Effective January 1, 2013, all new members, as defined by California Public Employees' Pension Reform Act (PEPRA), shall pay a portion of the normal cost of pension contributions.

    a. In addition to the 9% PERS employee contribution, sworn personnel hired after January 1, 2013 will also pay 3% of the City's normal cost for pension contributions.

    b. In addition to the 7% PERS employee contribution, non sworn personnel hired after January 1, 2013 will pay 1% of the City's normal cost for pension contributions

4. Effective January 1, 2013, all new members, as defined by PEPRA, will also be subject to a different retirement formula: 2.7% @ 57 for sworn personnel and 2% @ 62 for non sworn personnel.

5. MOU Articles 11.3, 16.5 and 32.9 shall be modified as follows: Effective July 1, 2011 through November 30, 2012, no additional merit/step pay increases and no additional incentive pay increases shall be authorized by the City. All pay shall be frozen at the employee's rate of pay in effect June 30, 2011. (See Article 16 and Article 32 for further information).

6. Effective July 1, 2015, if the City's Total General Fund's Balance as displayed in the City of Brawley FY 2013/2014 Audited Financial Statement increases by 3% or more over FY 2011/2012, then the BPSEA may re-open negotiations for a new contract.

7. Effective July 1, 2016, if the City's Total General Fund's Balance as displayed in the City of Brawley's FY 2014/2015 Audited Financial Statements increases by 3% or more over FY 2011/2012, then all classifications in the BPSEA shall receive a 1 % base salary increase.

The changes proposed in items 6 and 7 are designed for employees to share in the City's financial recovery; if the City experiences an increase in the General Fund's Fund Balance that is 3% or better,

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then the BPSEA shall benefit from positive gains in the City's financial position. If the City sees no such growth, then the BPSEA understands that salaries will not grow.

For the City:

Rosanna Bayon Moore, City Manager

For the BPSEA:

Brian Smith, BPSEA President

Arnold Valdez, BPSEA Vice President

City of Brawley City Council
Meeting
December 4, 2012
Ratified Tentative AGreement between the
City of Brawley and the Brawley Public
Safety Employees Association (BPSEA)
dated November 28, 2012.
m/s/c Campbell/Miranda 4-0

Janet P. Smith

IN WITNESS Whereof I have ... affixed the official seal of the City of Brawley, California this 21st day of February 2013

Janet P. Smith
Deputy City Clerk