

**Memorandum of Understanding Between
City of Albany and Albany Peace Officers' Association**

Summary of Memorandum of Understanding Changes

Term	Two years from November 1, 2009 through October 31, 2011
Probation	In 3.1, changed the probationary period for newly hired employees from 12 months to 18 months
Longevity	In 5.2 and 13.12, established a longevity pay step that is contributed into a retiree health savings plan at the rate of 7.5% of Fire Engineer Step 5
Bilingual Pay	In 5.8, increased the bilingual pay incentive from \$50 per month to 2% of wages
Uniform	In 12.1, increased the uniform allowance from \$825 per year to \$900 in year one and \$1,000 in year 2
Equipment	In 12.3, increased the safety equipment allowance from \$200 per year to \$250
Bulletproof	In 12.5, increased the bulletproof vest replacement allowance from \$750 once every five years to \$1,500
Orthodontia	In 13.4, increased the maximum orthodontia reimbursement from \$500 per individual to \$750
Pension	In 13.7, sworn/non-sworn employees will begin paying a contribution to CalPERS of 9%/8% of wages
Pension	In 13.7, newly hired employees will be placed in a lower tier retirement plan that bases final compensation on the average of three years rather than on the single highest year
Health	In 13.12, established a retiree health savings plan for employees at the longevity pay step
Education	In 16.1, increased the educational incentive from 1%/2%/3% for AA/BA/MA degree to 2%/4%/6% plus 1%-2% for POST Certificates
Education	In 16.2, increased the maximum annual reimbursement for approved coursework from \$1,500 per year to \$2,000 per year
Wages	Increased wages 2.5% effective 1/11/10 and 2.5% effective 11/29/10, and (concurrent with the 9%/8% employee PERS contribution) 7.1%/6.4% effective 6/27/11

Minor Changes:

Punctuation, grammar, spelling, and wording for clarity

Removed old dates and references as necessary

Changed cash-out of unused compensatory time to twice per year