



SIDE LETTER TO THE 2005 -2008 MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF LONG BEACH
AND
THE LONG BEACH LIFEGUARD ASSOCIATION

INCENTIVE PAY

The City of Long Beach ("City") has been informed by CalPERS that items A.-1., A.-2., and A.-3. as referenced in Article Two, Section VI - Incentive Pay are not eligible to report to CalPERS as pensionable compensation because they are not listed in CCR § 571 (a) as an exclusive item of special compensation, or does not meet all of the requirements as outlined by CCR § 571 (b).

It is agreed that the parties will amend Article Two, Salaries and Compensation to revise the language for the items indicated to remove the years of service requirements as listed in A.-1., A.-2., and A.-3, under Section VI - Incentive Pay in the existing MOU as follows:

Section VI – Incentive Pay

A. Marine Safety Incentive Pay Program

1. The amounts indicated below shall be paid as additional compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat Operator, and Marine Safety Captain who have obtained 60 or more semester units in courses in administration and similar approved fields, from an accredited institution; or

<u>Hourly</u>	<u>Monthly</u> <u>Equivalent</u>
.604	105

2. The amounts indicated below shall be paid as additional compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat Operator, and Marine Safety Captain who have obtained an Associate of Arts degree in administration or similar approved fields from an accredited institution; or

<u>Hourly</u>	<u>Monthly</u> <u>Equivalent</u>
1.725	300

