



**Side Letter of Agreement
September 1, 2007 – August 31, 2010
Memorandum of Understanding
Between the
Costa Mesa Police Management Association (CMPMA)
and the City of Costa Mesa**

This Side Letter of Agreement (“Agreement”) is entered into by and between the City of Costa Mesa (“City”) and the Costa Mesa Police Management Association (“CMPMA”). The City and CMPMA have met and conferred in good faith and agree that the September 1, 2007 – August 31, 2010 CMPMA Memorandum of Understanding (“MOU”), extended through June 30, 2014, via Side Letter of Agreement, shall be continued and supplemented with the following amendment:

II. Article 5 – Retirement Contribution

Employees covered by this Agreement shall contribute 5% of the employee’s PERSable earnings towards the employee retirement contribution for a period of twenty six (26) consecutive pay periods. The commencement date for the twenty six (26) pay periods will be February 22, 2015. To the extent permitted by CalPERS and the IRS regulations, this 5% contribution shall be implemented through payroll deduction on a pre-tax basis. The contribution will be enacted by using Section 20516 as stated by PERS to be “Cost Sharing.”

VIII. MOU Provisions:

Except as provided herein, all remaining terms and provisions of the aforementioned MOU and Side Letter Agreement shall remain in full force and effect through the term of the Agreement.

**REPRESENTATIVES OF THE
COSTA MESA POLICE
MANAGEMENT ASSOCIATION**

LT. PAUL BECKMAN
CMPMA President

LT. KEITH DAVIS
CMPMA Representative

LT. BRYAN F. GLASS
CMPMA Representative

**REPRESENTATIVES OF THE
CITY OF COSTA MESA**

TAMARA LETOURNEAU
Assistant Chief Executive Officer

LANCE M. NAKAMOTO
Human Resources Manager