

CITY OF ALAMEDA RESOLUTION NO. _____

APPROVING LETTER OF UNDERSTANDING BETWEEN THE CITY
OF ALAMEDA AND THE ALAMEDA FIRE CHIEFS ASSOCIATION TO
CLARIFY RETENTION/LONGEVITY AND MANAGEMENT INCENTIVE
PAY MEMORANDUM OF UNDERSTANDING LANGUAGE FOR
CALPERS COMPENSATION COMPLIANCE.

WHEREAS, the City of Alameda (the “City”) is committed to ensuring compliance with CalPERS regulations concerning compensation for its employees; and

WHEREAS, CalPERS initiated a service retirement review for a Division Chief on January 25, 2024, which identified ambiguities in the Retention/Longevity Pay and Management Incentive Pay language within the Memorandum of Understanding (MOU) with the Alameda Fire Chiefs Association (AFCA); and

WHEREAS, the review found that the existing MOU language did not adequately describe the compounding nature of Retention/Longevity Pay, resulting in a reduction of final compensation calculations; and

WHEREAS, the Management Incentive Pay did not meet the California Code of Regulations requirements, leading to its exclusion from final compensation; and

WHEREAS, the City, in collaboration with CalPERS and AFCA, has drafted a Letter of Understanding to clarify the provisions of the MOU concerning Retention/Longevity Pay and Management Incentive Pay; and

WHEREAS, formal adoption of this updated language is required to request a new final compensation review for the Division Chief under the clarified provisions.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Alameda hereby approves the Letter of Understanding between the City of Alameda and the Alameda Fire Chiefs Association to clarify Retention/Longevity Pay and Management Incentive Pay MOU language for CalPERS compensation compliance.

I, the undersigned, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Council of the City of Alameda in a regular meeting assembled on the 3rd day of December 2024, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTENTIONS:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said City this 4th day of December 2024.

Lara Weisiger, City Clerk
City of Alameda

APPROVED AS TO FORM:

Yibin Shen, City Attorney
City of Alameda