

Exhibit 8 Recommended Language Changes to Labor Contracts

Alameda Fire Chiefs Association

Section 11. Management Incentive Pay, Acting Pay 11.1 Management Incentive Pay

11.1 Management Incentive Pay

All Alameda Fire Chiefs Association Members are granted Management Incentive Pay equivalent to ten (10) standard work week days per fiscal year which is earned throughout the year over 26 pay periods. AFCA members will receive monetary compensation for Management Incentive Pay in 26 installments per year. The compensation shall be calculated using the member's hourly pay rate, as listed in the applicable City of Alameda Fire Department Salary List, multiplied by 80 (hours) and divided by 26 (paydays). If a salary adjustment occurs during a fiscal year the Management Incentive Pay benefit shall be re-calculated as of the effective date of the adjustment using the above formula. Management Incentive Pay shall be administered as per 2 C.C.R. 571 (a) (1). (See Amended Appendix A)

Management Incentive Pay Level 2

Members working an administrative assignment, ~~exclusive of the~~ including the Deputy Fire Chief assignment, and having responsibility for one or more of the Fire Department's divisions qualify for Level 2 compensation. Management Incentive Pay 2 is granted to qualified AFCA members, in addition to Management Incentive Pay compensation as described earlier in this section. The compensation shall be calculated as an additional 5% of the employee's current base pay. AFCA members will receive monetary compensation for Management Incentive Pay 2 in 26 installments per year. If a salary adjustment occurs during a fiscal year the Management Incentive Pay benefit shall be re-calculated as of the effective date of the adjustment using the above formula. Management Incentive Pay shall be administered as per 2 C. C. R. 571 (a) (1). (See Amended Appendix A).

11.2 /Acting Pay/Y-Rate

~~An employee who is assigned to the Deputy Fire Chief position shall be paid an acting pay differential of five per cent (5%) while so assigned, not to be combined with any other acting pay.~~ An employee who is assigned to perform a job in another classification during the temporary or permanent absence of an employee may be paid an acting pay not less than five percent (5%), nor above the 5th step of the higher classification. The City Manager may approve a "Y" rate outside an existing classification if additional duties warrant.

Alameda Police Officers Association

11.11 Educational Reimbursement and Educational Incentive

Effective, the first full pay period after July 1, 2013, all APOA members will be eligible to receive only one of the following benefits in this Section. The incentive attaches to the highest certification or degree that the employee has earned. If an employee attains a lower level benefit, and then attains a higher level benefit, the employee will not be able to "stack" the benefit, but will receive the rate appropriate to the employee's level. \$1000.00 for an intermediate Post Certificate.

- 4% for an Advanced POST Certificate
- 5% for a Bachelor's degree; ~~after three years of City of Alameda service~~
- 6% for a Master's degree; ~~after five years of City of Alameda service~~

Both Bachelor's and Master's degrees should be in Criminal Justice, Public Administration or a closely related field. Any other degree will be reviewed by the City Manager for approval.