



**City of Pasadena and the Pasadena Management Association
Side Letter of Agreement**

The purpose of this side letter of agreement is to memorialize the provision of safety retirement and Workers' Compensation benefits to eligible Pasadena Management Association (PMA) members who qualify for safety member status as determined by CalPERS. Current employees hired into the classification of Hazardous Materials Specialist between January 1, 1988 and October 1, 1989 are provided the following retirement and Workers' Compensation benefits:


A. Retirement

1. Safety 3% @ 55 benefit formula.
2. Final compensation period – One Year (Section 20042).
3. Employees pay 9% of the employer rate as cost-sharing in accordance with Government Code section 20516(f). The City pays and reports the value of Employer Paid Member Contributions as 9%.
4. Effective the pay period that includes January 1, 2016, employees pay the 2.25% employee/member contribution on a pre-tax basis and 6.75% of the employer rate as cost-sharing in accordance with Government Code section 20516(f). The City reports the value of the member contribution as 6.75%.
5. Effective the pay period that includes January 1, 2017, employees pay 4.5% employee/member contribution on a pre-tax basis and 4.5% of the employer rate as cost-sharing in accordance with Government Code section 20516(f). The City reports the value of the member contribution as 4.5%.
6. Effective the pay period that includes January 1, 2018, employees pay 6.75% employee/member contribution on a pre-tax basis and 2.25% of the employer rate as cost-sharing in accordance with Government Code section 20516(f). The City reports the value of the member contribution as 2.25%.
7. Effective the pay period that includes January 1, 2019, employees pay 9% employee/member contribution on a pre-tax basis and 0% of the employer rate as cost-sharing in accordance with Government Code section 20516(f). The City reports the value of the member contribution as 0%.

B. Workers' Compensation

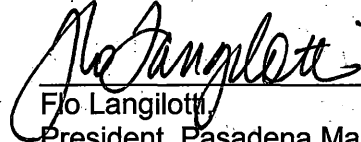
1. Workers' Compensation benefits shall be granted as provided by law, including but not limited to Labor Code Section 4850.

FOR THE CITY OF PASADENA



Steve Mermell,
Interim City Manager

**FOR THE PASADENA
MANAGEMENT ASSOCIATION**



Flo Langilotti
President, Pasadena Management
Association