

**AMENDMENT
TO THE 2007-12 MEMORANDUM OF AGREEMENT**

BETWEEN

THE CITY OF SAN LUIS OBISPO

AND

THE SAN LUIS OBISPO POLICE STAFF OFFICERS' ASSOCIATION

I. PURPOSE OF THIS AMENDMENT

Article 8 of the 2007-12 Memorandum of Agreement (MOA) allowed negotiations to be re-opened if the difference in compensation between top step police staff officers' classifications and top step of the classifications supervised fell below the stated target of 15%. The June 4, 2008, binding arbitration award to the San Luis Obispo Police Officers' Association caused the differential to become less than 15%. This amendment confirms the agreement of the parties to modify the MOA. Except as modified below, all other terms and conditions shall remain in full force and effect.

II. MODIFICATION OF SALARY INCREASES FOR TERM OF AGREEMENT

Article 8, Section 8.1, is modified as follows:

8.1 SALARY PROVISION FOR THE TERM OF AGREEMENT

The City strives to maintain a reasonable difference in compensation between top step police staff officers' classifications and top step of the classifications supervised. The difference between top steps of these classifications is targeted at a minimum of 15%. If during the term of this contract, the differentiation goes below the 15% target, the City agrees to re-open negotiations on this topic. Effective January 1, 2010, through the end of the current MOA, the City and Association agree not to re-open negotiations on this topic unless the differential is 10.0% or less and is expected to remain at or below that level for more than six months.

The parties agree to salary increases as set forth below to be effective on the first day of the first full payroll period in the month listed below, for all employees in the Association employed by the City on the date this agreement is formally approved by the City Council:

July 2007	2.0%	
January 2008	3.0%	
July 2008	2.0%	
January 2009	3.0%	
July 2009	1.0%	All classifications except Records Supervisor

July 2009	0.0%	Records Supervisor
January 2010	3.0%	Police Captain, Police Lieutenant, Records Supervisor
January 2010	2.0%	Police Sergeant, Communications Supervisor, Communications & Records Manager
July 2010	3.0%	
January 2011	2.0%	
July 2011	3.0%	
January 2012	2.0%	

In addition to the above-listed salary increases, the following classifications shall receive equity salary increases effective on the first day of the first full payroll period in the month listed below:

	<u>January 2008</u>	<u>July 2008</u>	<u>January 2009</u>	<u>January 2010</u>
Police Captains	3.5%	4.0%	7.5%	
Police Lieutenants	2.5%	9.0%	3.5%	
Police Sergeants		14.0%	1.5%	
Communications & Records Manager		14.0%	1.5%	
Records Supervisor		1.0%	1.5%	
Communications Supervisors	2.0%	17.0%	1.0%	

The salary ranges for the term of this agreement are listed in Appendix A.

Effective the first pay period following ratification by the City Council, employees in the following classifications during fiscal year 2007-08 shall receive a lump sum payment in addition to the above increases to the salary schedule, as follows:

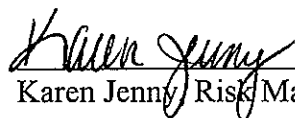
Communications Supervisor	\$6,366
Police Sergeant	\$6,069

These lump sum payments are intended to compensate the above classifications for periods of time during this Memorandum of Agreement when top step of these classifications was less than 5% above the classifications they supervise. Incumbents who were appointed to these classifications after July 1, 2007, shall receive a pro-rated amount based on the time in the classification during fiscal year 2007-08. The parties acknowledge that these lump-sum payments are not reportable to the California Public Employees' Retirement System as compensation.

CITY OF SAN LUIS OBISPO

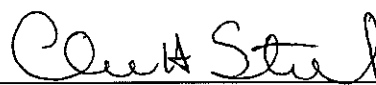


Monica Irons
Director of Human Resources



Karen Jenny Risk Manager

SAN LUIS OBISPO POLICE
STAFF OFFICERS' ASSOCIATION



Chris Staley
President, SLOPSOA



Tom DePriest, Board Member



Kris Dutra, Board Member



Steve Tolley Board Member

APPENDIX A

Salary Range Listing - July 2007 Through January 2012

July 2007			2% all employees						
Job	Salary	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Code	Range		Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi- Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	
8010	800	Police Sergeant	6,247 2,883	6,576 3,035	6,922 3,195	7,286 3,363	7,669 3,540	8,073 3,726	
8030	805	Police Lieutenant	7,122 3,287	7,497 3,460	7,892 3,642	8,307 3,834	8,744 4,036	9,205 4,248	
8040	810	Police Captain	8,143 3,758	8,572 3,956	9,023 4,164	9,498 4,384	9,998 4,614	10,524 4,857	
8050	855	Communications Supervisor	4,438 2,048	4,671 2,156	4,917 2,269	5,176 2,389	5,448 2,515	5,735 2,647	
8045	850	Records Supervisor	4,352 2,009	4,581 2,114	4,822 2,226	5,076 2,343	5,343 2,466	5,624 2,596	
8055	800	Communications & Records Mgr	6,247 2,883	6,576 3,035	6,922 3,195	7,286 3,363	7,669 3,540	8,073 3,726	

January 2008			3% all employees					
Equity adjustments:			3.5% Captains		2.5% Lieutenants		2% Communications Supervisor	
Job	Salary		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Code	Range	Title	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi- Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	6,434 2,970	6,773 3,126	7,129 3,290	7,504 3,464	7,899 3,646	8,315 3,838
8030	805	Police Lieutenant	7,514 3,468	7,909 3,650	8,325 3,842	8,763 4,045	9,225 4,258	9,710 4,482
8040	810	Police Captain	8,672 4,003	9,129 4,213	9,609 4,435	10,115 4,668	10,647 4,914	11,208 5,173
8050	855	Communications Supervisor	4,660 2,151	4,905 2,264	5,163 2,383	5,435 2,508	5,721 2,640	6,022 2,779
8045	850	Records Supervisor	4,483 2,069	4,719 2,178	4,967 2,293	5,229 2,413	5,504 2,540	5,793 2,674
8055	800	Communications & Records Mgr	6,434 2,970	6,773 3,126	7,129 3,290	7,504 3,464	7,899 3,646	8,315 3,838

July 2008			2% all employees				Equity adjustments:	
			4% Captains				9% Lieutenants	
			14% Sergeants, Communications & Records Manager				17% Communications Supervisor	
			1% Records Supervisor					
Job	Salary		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Code	Range	Title	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	7,464 3,445	7,857 3,626	8,270 3,817	8,706 4,018	9,164 4,229	9,646 4,452
8030	805	Police Lieutenant	8,341 3,850	8,780 4,052	9,242 4,265	9,728 4,490	10,240 4,726	10,779 4,975
8040	810	Police Captain	9,193 4,243	9,677 4,466	10,186 4,701	10,722 4,949	11,287 5,209	11,881 5,483
8050	855	Communications Supervisor	5,544 2,559	5,836 2,694	6,143 2,835	6,467 2,985	6,807 3,142	7,165 3,307
8045	850	Records Supervisor	4,618 2,131	4,861 2,243	5,116 2,361	5,386 2,486	5,669 2,617	5,967 2,754
8055	800	Communications & Records Mgr	7,464 3,445	7,857 3,626	8,270 3,817	8,706 4,018	9,164 4,229	9,646 4,452

January 2009			3% all employees					
Equity adjustments:			7.5% Captains					
			3.5% Lieutenants					
			1.5% Sergeants, Communications & Records Manager					
			1% Communications Supervisor					
			1.5% Records Supervisor					
Job	Salary		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Code	Range	Title	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	7,800 3,600	8,210 3,789	8,642 3,989	9,097 4,199	9,576 4,420	10,080 4,652
8030	805	Police Lieutenant	8,883 4,100	9,350 4,316	9,843 4,543	10,361 4,782	10,906 5,033	11,480 5,298
8040	810	Police Captain	10,158 4,688	10,692 4,935	11,255 5,195	11,847 5,468	12,471 5,756	13,127 6,059
8050	855	Communications Supervisor	5,766 2,661	6,070 2,801	6,389 2,949	6,725 3,104	7,079 3,267	7,452 3,439
8045	850	Records Supervisor	4,825 2,227	5,079 2,344	5,346 2,467	5,628 2,597	5,924 2,734	6,236 2,878
8055	800	Communications & Records Mgr	7,800 3,600	8,210 3,789	8,642 3,989	9,097 4,199	9,576 4,420	10,080 4,652

July 2009

**1% all classifications except Records Supervisor
0% Records Supervisor**

Job Code	Salary Range	Title	Step 1 Monthly/ Bi-Weekly	Step 2 Monthly/ Bi-Weekly	Step 3 Monthly/ Bi-Weekly	Step 4 Monthly/ Bi-Weekly	Step 5 Monthly/ Bi-Weekly	Step 6 Monthly/ Bi-Weekly
8010	800	Police Sergeant	7,877	8,292	8,728	9,188	9,671	10,180
			3,636	3,827	4,028	4,240	4,464	4,699
8030	805	Police Lieutenant	8,971	9,443	9,940	10,463	11,014	11,594
			4,140	4,358	4,588	4,829	5,083	5,351
8040	810	Police Captain	10,260	10,800	11,368	11,966	12,596	13,259
			4,735	4,984	5,247	5,523	5,814	6,120
8050	855	Communications Supervisor	5,823	6,130	6,452	6,792	7,149	7,526
			2,688	2,829	2,978	3,135	3,300	3,473
8045	850	Records Supervisor	4,825	5,079	5,346	5,628	5,924	6,236
			2,227	2,344	2,468	2,597	2,734	2,878
8055	800	Communications & Records Mgr	7,877	8,292	8,728	9,188	9,671	10,180
			3,636	3,827	4,028	4,240	4,464	4,699

January 2010			3% Captains, Lieutenants, Records Supervisor 2% Sergeants, Communications & Records Manager, Communications Supervisor					
Job	Salary		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
			Monthly/	Monthly/	Monthly/	Monthly/ Bi-	Monthly/	Monthly/
Code	Range	Title	Bi-Weekly	Bi-Weekly	Bi-Weekly	Weekly	Bi-Weekly	Bi-Weekly
8010	800	Police Sergeant	8,036 3,709	8,458 3,904	8,904 4,109	9,372 4,326	9,866 4,553	10,385 4,793
8030	805	Police Lieutenant	9,240 4,265	9,727 4,489	10,238 4,725	10,777 4,974	11,345 5,236	11,942 5,512
8040	810	Police Captain	10,568 4,878	11,124 5,134	11,710 5,405	12,326 5,689	12,975 5,988	13,658 6,304
8050	855	Communications Supervisor	5,939 2,741	6,252 2,885	6,581 3,037	6,927 3,197	7,292 3,365	7,675 3,542
8045	850	Records Supervisor	4,970 2,294	5,231 2,414	5,507 2,542	5,797 2,675	6,102 2,816	6,423 2,964
8055	800	Communications & Records Mgr	8,036 3,709	8,458 3,904	8,904 4,109	9,372 4,326	9,866 4,553	10,385 4,793

July 2010			3% all employees					
Job	Salary		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Code	Range	Title	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi- Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	8,277 3,820	8,712 4,021	9,171 4,233	9,653 4,455	10,162 4,690	10,696 4,937
8030	805	Police Lieutenant	9,518 4,393	10,019 4,624	10,547 4,868	11,102 5,124	11,686 5,393	12,301 5,677
8040	810	Police Captain	10,886 5,024	11,459 5,289	12,062 5,567	12,697 5,860	13,365 6,168	14,068 6,493
8050	855	Communications Supervisor	6,116 2,823	6,438 2,972	6,777 3,128	7,134 3,293	7,509 3,466	7,905 3,648
8045	850	Records Supervisor	5,118 2,362	5,388 2,487	5,671 2,617	5,970 2,755	6,284 2,900	6,615 3,053
8055	800	Communications & Records Mgr	8,277 3,820	8,712 4,021	9,171 4,233	9,653 4,455	10,162 4,690	10,696 4,937

January 2011**2% all employees**

Job	Salary		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
			Monthly/	Monthly/	Monthly/	Monthly/	Monthly/	Monthly/
Code	Range	Title	Bi-Weekly	Bi-Weekly	Bi-Weekly	Weekly	Bi-Weekly	Bi-Weekly
8010	800	Police Sergeant	8,443 3,897	8,887 4,102	9,355 4,318	9,847 4,545	10,365 4,784	10,911 5,036
8030	805	Police Lieutenant	9,708 4,481	10,219 4,716	10,757 4,965	11,323 5,226	11,919 5,501	12,546 5,791
8040	810	Police Captain	11,103 5,125	11,688 5,394	12,303 5,678	12,950 5,977	13,632 6,292	14,350 6,623
8050	855	Communications Supervisor	6,238 2,879	6,567 3,031	6,912 3,190	7,276 3,358	7,659 3,535	8,062 3,721
8045	850	Records Supervisor	5,221 2,410	5,496 2,536	5,785 2,670	6,089 2,810	6,410 2,958	6,747 3,114
8055	800	Communications & Records Mgr	8,443 3,897	8,887 4,102	9,355 4,318	9,847 4,545	10,365 4,784	10,911 5,036

July 2011			3% all employees					
Job	Salary		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Code	Range	Title	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	8,696	9,154	9,636	10,143	10,677	11,239
			4,014	4,225	4,447	4,681	4,928	5,187
8030	805	Police Lieutenant	10,000	10,526	11,080	11,664	12,277	12,924
			4,615	4,858	5,114	5,383	5,666	5,965
8040	810	Police Captain	11,437	12,039	12,672	13,339	14,041	14,780
			5,278	5,556	5,849	6,157	6,481	6,822
8050	855	Communications Supervisor	6,426	6,764	7,120	7,494	7,889	8,304
			2,966	3,122	3,286	3,459	3,641	3,833
8045	850	Records Supervisor	5,377	5,660	5,958	6,272	6,602	6,949
			2,482	2,612	2,750	2,895	3,047	3,207
8055	800	Communications & Records Mgr	8,696	9,154	9,636	10,143	10,677	11,239
			4,014	4,225	4,447	4,681	4,928	5,187

January 2012			2% all employees					
Job	Salary		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Code	Range	Title	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi- Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	8,870 4,094	9,337 4,309	9,828 4,536	10,346 4,775	10,890 5,026	11,463 5,291
8030	805	Police Lieutenant	10,200 4,708	10,737 4,956	11,302 5,217	11,897 5,491	12,524 5,780	13,183 6,084
8040	810	Police Captain	11,666 5,384	12,280 5,668	12,926 5,966	13,607 6,280	14,323 6,611	15,077 6,958
8050	855	Communications Supervisor	6,555 3,025	6,900 3,184	7,263 3,352	7,645 3,528	8,047 3,714	8,471 3,910
8045	850	Records Supervisor	5,484 2,531	5,773 2,664	6,077 2,805	6,396 2,952	6,733 3,108	7,087 3,271
8055	800	Communications & Records Mgr	8,870 4,094	9,337 4,309	9,828 4,536	10,346 4,775	10,890 5,026	11,463 5,291