

SECOND AMENDMENT

to the July 1, 2007 - June 30, 2012 Memorandum of Agreement

Between

the City of San Luis Obispo

and

the San Luis Obispo Police Staff Officers' Association

I. PURPOSE OF THIS AMENDMENT

In response to the City's request to meet and confer with the San Luis Obispo Police Staff Officers' Association to discuss a "zero year" concept in order to effectively reduce staffing costs in the 2009-11 Financial Plan, the City and Association agree to modify Article 8, Salary, Section 8.1, as previously amended. The City recognizes the Police Staff Officers' willingness to work cooperatively and productively with City staff to reduce staffing costs in conjunction with the 2009-11 financial planning process.

II. MODIFICATION OF SALARY INCREASES FOR FISCAL YEAR 2009-10

The parties agree to all salary increases set forth in the prior amendment except as noted below:

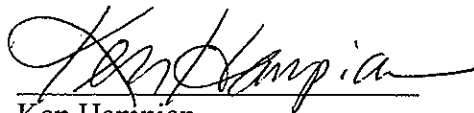
July 2009	0%	All classifications
January 2010	0%	All classifications

The salary schedules for the term of this agreement are listed in Appendix A of this Amendment and shall supersede all prior salary schedules.

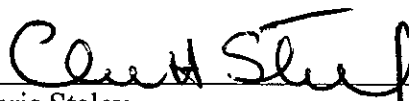
All other terms and conditions of the 2007-12 Memorandum of Agreement and prior Amendment shall remain in effect for the term of the agreement as specified in Article 31.

CITY OF SAN LUIS OBISPO

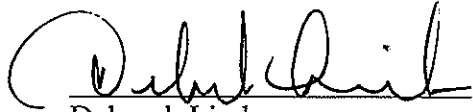
POLICE STAFF OFFICERS'
ASSOCIATION



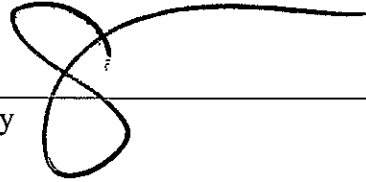
Ken Hampian
City Manager



Chris Staley
SLOPSOA President



Deborah Linden
Police Chief



Steve Tolley
Negotiator



Monica M. Irons
Director of Human Resources



Kerri Rosenblum
Negotiator

6/3/09

Date



John Bledsoe
Negotiator

June 2, 2009

Date

**Police Staff Officers
Salary Range Listing - July 2007 Through January 2012**

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

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

**Police Staff Officers
Salary Range Listing - July 2007 Through January 2012**

July 2008

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

January 2009

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

**Police Staff Officers
Salary Range Listing - July 2007 Through January 2012**

July 2009			0% all classifications except Records Supervisor 0% Records Supervisor					
Job Code	Salary Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
			Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	7,800	8,210	8,642	9,097	9,576	10,080
			3,600	3,789	3,989	4,199	4,420	4,652
8030	805	Police Lieutenant	8,883	9,350	9,843	10,361	10,906	11,480
			4,100	4,316	4,543	4,782	5,033	5,298
8040	810	Police Captain	10,158	10,692	11,255	11,847	12,471	13,127
			4,688	4,935	5,195	5,468	5,756	6,059
8050	855	Communications Supervisor	5,766	6,070	6,389	6,725	7,079	7,452
			2,661	2,801	2,949	3,104	3,267	3,439
8045	850	Records Supervisor	4,825	5,079	5,346	5,628	5,924	6,236
			2,227	2,344	2,467	2,597	2,734	2,878
8055	800	Communications & Records Mgr	7,800	8,210	8,642	9,097	9,576	10,080
			3,600	3,789	3,989	4,199	4,420	4,652

January 2010			0% Captains, Lieutenants, Records Supervisor 0% Sergeants, Communications & Records Manager, Communications Supervisor					
Job Code	Salary Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
			Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	7,800	8,210	8,642	9,097	9,576	10,080
			3,600	3,789	3,989	4,199	4,420	4,652
8030	805	Police Lieutenant	8,883	9,350	9,843	10,361	10,906	11,480
			4,100	4,316	4,543	4,782	5,033	5,298
8040	810	Police Captain	10,158	10,692	11,255	11,847	12,471	13,127
			4,688	4,935	5,195	5,468	5,756	6,059
8050	855	Communications Supervisor	5,766	6,070	6,389	6,725	7,079	7,452
			2,661	2,801	2,949	3,104	3,267	3,439
8045	850	Records Supervisor	4,825	5,079	5,346	5,628	5,924	6,236
			2,227	2,344	2,467	2,597	2,734	2,878
8055	800	Communications & Records Mgr	7,800	8,210	8,642	9,097	9,576	10,080
			3,600	3,789	3,989	4,199	4,420	4,652

**Police Staff Officers
Salary Range Listing - July 2007 Through January 2012**

July 2010			3% all employees					
Job Code	Salary Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
			Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	8,033	8,456	8,901	9,369	9,863	10,382
			3,708	3,903	4,108	4,324	4,552	4,792
8030	805	Police Lieutenant	9,149	9,630	10,137	10,671	11,232	11,823
			4,222	4,445	4,679	4,925	5,184	5,457
8040	810	Police Captain	10,463	11,013	11,593	12,203	12,846	13,522
			4,829	5,083	5,351	5,632	5,929	6,241
8050	855	Communications Supervisor	5,939	6,251	6,580	6,926	7,291	7,675
			2,741	2,885	3,037	3,197	3,365	3,542
8045	850	Records Supervisor	4,970	5,231	5,507	5,797	6,102	6,423
			2,294	2,414	2,542	2,675	2,816	2,964
8055	800	Communications & Records Mgr	8,033	8,456	8,901	9,369	9,863	10,382
			3,708	3,903	4,108	4,324	4,552	4,792

January 2011			2% all employees					
Job Code	Salary Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
			Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	8,195	8,626	9,080	9,558	10,061	10,590
			3,782	3,981	4,191	4,411	4,643	4,888
8030	805	Police Lieutenant	9,332	9,823	10,340	10,884	11,457	12,060
			4,307	4,534	4,772	5,023	5,288	5,566
8040	810	Police Captain	10,672	11,234	11,825	12,448	13,103	13,793
			4,926	5,185	5,458	5,745	6,048	6,366
8050	855	Communications Supervisor	6,057	6,376	6,711	7,065	7,436	7,828
			2,796	2,943	3,098	3,261	3,432	3,613
8045	850	Records Supervisor	5,069	5,335	5,616	5,912	6,223	6,550
			2,339	2,462	2,592	2,729	2,872	3,023
8055	800	Communications & Records Mgr	8,195	8,626	9,080	9,558	10,061	10,590
			3,782	3,981	4,191	4,411	4,643	4,888

**Police Staff Officers
Salary Range Listing - July 2007 Through January 2012**

July 2011			3% all employees					
Job Code	Salary Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
			Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	8,441	8,885	9,353	9,845	10,363	10,908
			3,896	4,101	4,317	4,544	4,783	5,035
8030	805	Police Lieutenant	9,611	10,117	10,650	11,210	11,800	12,421
			4,436	4,670	4,915	5,174	5,446	5,733
8040	810	Police Captain	10,993	11,572	12,181	12,822	13,496	14,207
			5,074	5,341	5,622	5,918	6,229	6,557
8050	855	Communications Supervisor	6,239	6,567	6,913	7,277	7,660	8,063
			2,880	3,031	3,191	3,359	3,535	3,721
8045	850	Records Supervisor	5,220	5,495	5,784	6,089	6,409	6,746
			2,409	2,536	2,670	2,810	2,958	3,114
8055	800	Communications & Records Mgr	8,441	8,885	9,353	9,845	10,363	10,908
			3,896	4,101	4,317	4,544	4,783	5,035

January 2012			2% all employees					
Job Code	Salary Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
			Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly	Monthly/ Bi-Weekly
8010	800	Police Sergeant	8,610	9,063	9,540	10,042	10,571	11,127
			3,974	4,183	4,403	4,635	4,879	5,136
8030	805	Police Lieutenant	9,804	10,320	10,863	11,435	12,036	12,670
			4,525	4,763	5,014	5,278	5,555	5,848
8040	810	Police Captain	11,213	11,803	12,424	13,078	13,766	14,491
			5,175	5,448	5,734	6,036	6,354	6,688
8050	855	Communications Supervisor	6,363	6,698	7,051	7,422	7,812	8,223
			2,937	3,091	3,254	3,425	3,606	3,795
8045	850	Records Supervisor	5,325	5,605	5,900	6,211	6,538	6,882
			2,458	2,587	2,723	2,867	3,017	3,176
8055	800	Communications & Records Mgr	8,610	9,063	9,540	10,042	10,571	11,127
			3,974	4,183	4,403	4,635	4,879	5,136