

SECOND AMENDMENT

to the January 1, 2006 – December 31, 2009 Memorandum of Agreement

Between

the City of San Luis Obispo

and

the San Luis Obispo City Employees' Association

I. PURPOSE OF THIS AMENDMENT

In response to the City's request to meet and confer with the San Luis Obispo City Employees' Association (SLOCEA) to discuss a "zero year" concept in order to effectively reduce staffing costs in the 2009-11 Financial Plan, the City and SLOCEA agree to modify the following articles. The City recognizes SLOCEA's willingness to work cooperatively and productively with City staff to reduce staffing costs in conjunction with the 2009-11 financial planning process.

II. ARTICLE 3, TERM OF AGREEMENT

This Agreement shall become effective upon adoption by Council, except that those provisions which have specific implementation dates, shall be implemented on those dates and shall remain in full force and effect until midnight December 31, 2010.

III. ARTICLE 5, SALARY, Section D, Salary Provision for the Term of Agreement

The City and SLOCEA agree to defer the July 2009 scheduled 5% salary increase to 2010 and revise paragraph one salary schedules as follows:

July, 2009	0%
July, 2010	3%
December, 2010	2%

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

The City and SLOCEA further agree the City will not request any other changes to salary increases scheduled or deferred through the remaining term of the agreement.


The City will consider implementing future negotiated salary increases in January subject to agreement by all parties at time of MOA negotiations.

In exchange for the no-cost extension to this agreement, the City agrees it will not layoff or reduce the hours of any full or part-time regular employee represented by SLOCEA in an approved line-item position in the 2009-11 Financial Plan through December 31, 2010.


All other terms and conditions of the 2006-09 Memorandum of Agreement and prior amendment shall remain in effect for the term of the agreement as specified in Article 3.

CITY OF SAN LUIS OBISPO

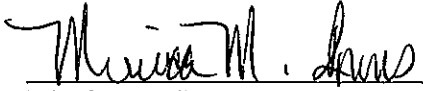
CITY EMPLOYEES' ASSOCIATION



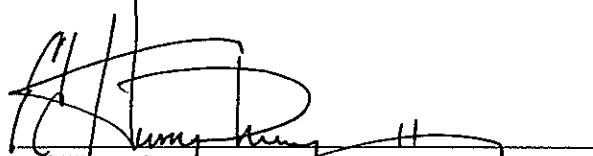
Ken Hampian
City Manager



Doug Dowden
SLOCEA President



Monica M. Irons
Director of Human Resources



Ed Humphrey
SLOCEA Vice President

5/26/09

Date

5-22-9

Date

City Employee Association Range Change Effective July 2009

0% Increase

Range	Old	New Step 1	New Step 2	New Step 3	New Step 4	New Step 5				
406	1,303	1,061	1,117	1,176	1,238	1,303				
407		1,089	1,147	1,207	1,270	1,337				
408		1,118	1,177	1,239	1,304	1,372				
409		1,147	1,208	1,271	1,338	1,409				
410		1,177	1,239	1,305	1,373	1,446				
411		1,208	1,272	1,339	1,409	1,484				
412		1,240	1,305	1,374	1,446	1,523				
413		1,273	1,340	1,410	1,485	1,563				
414		1,306	1,375	1,447	1,524	1,604				
415		1,341	1,411	1,485	1,564	1,646				
416		1,376	1,448	1,525	1,605	1,689				
417		1,412	1,486	1,565	1,647	1,734				
418		1,449	1,525	1,606	1,690	1,779				
419		1,487	1,566	1,648	1,735	1,826				
420		1,526	1,607	1,691	1,780	1,874				
421		1,567	1,649	1,736	1,827	1,923				
422		1,608	1,692	1,781	1,875	1,974				
423		1,650	1,737	1,828	1,925	2,026				
424		1,693	1,783	1,876	1,975	2,079				
425		1,738	1,829	1,926	2,027	2,134				
426		1,784	1,878	1,976	2,080	2,190				
427		1,831	1,927	2,028	2,135	2,248				
428		1,879	1,978	2,082	2,191	2,307				
429		1,928	2,030	2,136	2,249	2,367				
430		1,979	2,083	2,193	2,308	2,430				
431		2,031	2,138	2,250	2,369	2,493				
432		2,084	2,194	2,310	2,431	2,559				
433		2,139	2,252	2,370	2,495	2,626				
434		2,195	2,311	2,433	2,561	2,695				
435		2,253	2,372	2,497	2,628	2,766				
436		2,312	2,434	2,562	2,697	2,839				
437		2,373	2,498	2,630	2,768	2,914				
438		2,436	2,564	2,699	2,841	2,990				
439		2,500	2,631	2,770	2,916	3,069				
440		2,565	2,700	2,843	2,992	3,150				
441		2,633	2,772	2,917	3,071	3,233				
442		2,702	2,844	2,994	3,152	3,318				
443		2,773	2,919	3,073	3,235	3,405				
450	2,371	1,573	1,656	1,743	1,835	1,931	2,033	2,140	2,252	2,371
455	2,703	1,793	1,888	1,987	2,092	2,202	2,317	2,439	2,568	2,703

City Employee Association Range Change Effective July 2010

3% Increase

Range	Old	New Step 1	New Step 2	New Step 3	New Step 4	New Step 5					
406	1,303	1,093	1,151	1,211	1,275	1,342					
407		1,122	1,181	1,243	1,309	1,377					
408		1,151	1,212	1,276	1,343	1,414					
409		1,182	1,244	1,309	1,378	1,451					
410		1,213	1,277	1,344	1,414	1,489					
411		1,245	1,310	1,379	1,452	1,528					
412		1,277	1,345	1,415	1,490	1,568					
413		1,311	1,380	1,453	1,529	1,610					
414		1,345	1,416	1,491	1,569	1,652					
415		1,381	1,454	1,530	1,611	1,695					
416		1,417	1,492	1,570	1,653	1,740					
417		1,454	1,531	1,612	1,696	1,786					
418		1,493	1,571	1,654	1,741	1,833					
419		1,532	1,613	1,697	1,787	1,881					
420		1,572	1,655	1,742	1,834	1,930					
421		1,614	1,699	1,788	1,882	1,981					
422		1,656	1,743	1,835	1,931	2,033					
423		1,700	1,789	1,883	1,982	2,087					
424		1,744	1,836	1,933	2,034	2,142					
425		1,790	1,884	1,984	2,088	2,198					
426		1,837	1,934	2,036	2,143	2,256					
427		1,886	1,985	2,089	2,199	2,315					
428		1,935	2,037	2,144	2,257	2,376					
429		1,986	2,091	2,201	2,316	2,438					
430		2,038	2,146	2,258	2,377	2,502					
431		2,092	2,202	2,318	2,440	2,568					
432		2,147	2,260	2,379	2,504	2,636					
433		2,203	2,319	2,441	2,570	2,705					
434		2,261	2,380	2,506	2,637	2,776					
435		2,321	2,443	2,571	2,707	2,849					
436		2,382	2,507	2,639	2,778	2,924					
437		2,444	2,573	2,709	2,851	3,001					
438		2,509	2,641	2,780	2,926	3,080					
439		2,575	2,710	2,853	3,003	3,161					
440		2,642	2,782	2,928	3,082	3,244					
441		2,712	2,855	3,005	3,163	3,330					
442		2,783	2,930	3,084	3,246	3,417					
443		2,856	3,007	3,165	3,332	3,507					
450	2,371	1,620	1,705	1,795	1,890	1,989	2,094	2,204	2,320	2,442	
455	2,703	1,847	1,944	2,047	2,154	2,268	2,387	2,513	2,645	2,784	

City Employee Association Range Change Effective December 2010

2% Increase

Range	Old	New Step 1	New Step 2	New Step 3	New Step 4	New Step 5				
406	1,342	1,115	1,174	1,235	1,300	1,369				
407		1,144	1,204	1,268	1,335	1,405				
408		1,174	1,236	1,301	1,370	1,442				
409		1,205	1,269	1,335	1,406	1,480				
410		1,237	1,302	1,371	1,443	1,519				
411		1,269	1,336	1,407	1,481	1,559				
412		1,303	1,371	1,444	1,520	1,600				
413		1,337	1,407	1,482	1,560	1,642				
414		1,372	1,445	1,521	1,601	1,685				
415		1,408	1,482	1,561	1,643	1,729				
416		1,445	1,521	1,602	1,686	1,775				
417		1,483	1,561	1,644	1,730	1,821				
418		1,522	1,603	1,687	1,776	1,869				
419		1,562	1,645	1,731	1,822	1,918				
420		1,604	1,688	1,777	1,870	1,969				
421		1,646	1,732	1,824	1,920	2,021				
422		1,689	1,778	1,871	1,970	2,074				
423		1,733	1,825	1,921	2,022	2,128				
424		1,779	1,873	1,971	2,075	2,184				
425		1,826	1,922	2,023	2,130	2,242				
426		1,874	1,972	2,076	2,186	2,301				
427		1,923	2,024	2,131	2,243	2,361				
428		1,974	2,078	2,187	2,302	2,423				
429		2,026	2,132	2,244	2,363	2,487				
430		2,079	2,188	2,303	2,425	2,552				
431		2,134	2,246	2,364	2,488	2,619				
432		2,190	2,305	2,426	2,554	2,688				
433		2,247	2,366	2,490	2,621	2,759				
434		2,306	2,428	2,556	2,690	2,832				
435		2,367	2,492	2,623	2,761	2,906				
436		2,429	2,557	2,692	2,833	2,983				
437		2,493	2,624	2,763	2,908	3,061				
438		2,559	2,693	2,835	2,984	3,141				
439		2,626	2,764	2,910	3,063	3,224				
440		2,695	2,837	2,986	3,143	3,309				
441		2,766	2,912	3,065	3,226	3,396				
442		2,839	2,988	3,145	3,311	3,485				
443		2,913	3,067	3,228	3,398	3,577				
450	2,442	1,652	1,739	1,831	1,927	2,029	2,136	2,248	2,366	2,491
455	2,784	1,884	1,983	2,087	2,197	2,313	2,435	2,563	2,698	2,840